



WELCOME TO OUR

May 2024 Newsletter

Hi, I'm Nicola,
Director and
founder at NCS HR
Solutions.



As your HR consultant, I'm bringing you a reminder of the latest updates, insights, and tips to help navigate the ever-evolving landscape of human resources. In this edition, we'll explore topics such as best practices in employee engagement to the recent legislation updates.

Our goal is to provide you with valuable resources and support to enhance your organisation's HR practices and drive success.

Thank you for entrusting us with your HR needs, and I hope you find this newsletter informative.

Employee Engagement



THIS MONTH WE ARE
OFFERING A
A FREE ENGAGEMENT
SURVEY



Why Does Employee Engagement Matter?

Employee engagement goes beyond mere job satisfaction. It's about creating a connection between employees and their work, their team, and the organisation as a whole. Engaged employees are more committed, loyal, and productive.

To help you gauge the **current level** of **employee engagement** within your organisation. This survey provides insights into your **employees' attitudes, motivations, and level of engagement.**

Our Engagement Survey covers areas such as:

- Job Satisfaction** - Are your employees content and fulfilled in their roles?
- Organisational Commitment** - How connected do your employees feel to the company's mission and values?
- Managerial Support** - Do your managers effectively support and empower their teams?
- Workplace Culture** - Is your workplace conducive to collaboration, innovation, and growth?
- Employee Well-being** - Are your employees' physical, emotional, and mental well-being prioritised?

**Please get in touch if you would like more
information about the survey...**

New Legislation changes - are you up to date?

Here is a reminder of the changes that impact your people and teams with effect from April...

Carers Leave 🏠

- Day one of employment right.
- Entitled to 1 week's unpaid leave per year, doesn't have to be taken in 1 block.
- Employee has to give notice - of minimum of 3 days or twice the length of leave they plan to take.
- Can be taken for a dependant that has a long-term care need.

Paternity Leave 🧑

- Can now be taken at any point in the first year of the child's birth or adoption.
- Notice that has to be given to take Paternity Leave has been shortened to 28 days.
- Can now take the leave in two separate one-week periods or one two-week period.

Flexible Working Requests 🕒

- Day one of employment right.
- 2 flexible working requests in a 12 month period can now be made.
- Employee is no longer required to explain effects on proposed changes has to their employer and what solutions are available.
- Employers must respond to each request within 2 months.

National Living/Minimum Wage 📅

Increased to:

- Aged 21 and over = £11.44 per hour
- Aged 18-20 = £8.60 per hour
- Aged 16-17 = £6.40 per hour
- Apprentice rate = £6.40 per hour

Calculating holiday pay 🌂

Holiday calculations for irregular/part-year workers:

- Applicable to holiday years beginning on or after 1st April 2024.
- Will now accumulate holiday entitlement at the conclusion of each pay period, calculated at a rate of 12.07% of hours worked.
- Holiday can be paid either as a separate entitlement or as part of the regular pay, known as a rolled-up basis.

Redundancy Protection 🛡️

- Employees who are/have:
 - Pregnant
 - Suffered a miscarriage
 - On Maternity Leave
 - On Adoption leave
 - On Shared Parental Leave
- will now have extended lengths of protection from redundancy.

Please get in touch if you would like to chat through or would like some guidance on supporting your employees...