



2025 PLANNING

Prepare for 2025 employment law changes, including minimum wage increases, family leave, and enhanced worker protections.

Your FAQ's

Answers to your most common questions, providing clarity and guidance on HR topics and processes.

FREE

RECRUITMENT AUDIT

Grow your business in 2025 with a free recruitment audit to optimise your hiring strategy.

HR Help: What You Need to Know

FAQ

1. How should we handle HR policies during extreme weather events?

During extreme weather, ensure your HR policies outline procedures for remote work, flexible hours, and employee safety. Communicate clearly with employees about expectations for attendance and performance, and consider offering paid leave if conditions prevent safe commuting.

2. What HR policies should we have in place for 2025?

Ensure your policies are up to date with employment laws, covering areas like flexible working, equality, and health & safety. Regularly review and update them to maintain compliance and reflect your business's values and culture.

3. How is holiday entitlement calculated for part-time employees?

Part-time employees are entitled to a pro-rated amount of holiday based on the number of days they work. For accurate calculation, ensure the holiday entitlement is adjusted in proportion to the hours worked compared to full-time employees.

Get in touch if you need any support or have any further questions around these topics!

**NEW
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NEW
NEW**

Newsletter for 2025!

We're excited to share our new-look newsletter! We'd love to hear your thoughts and suggestions on what you'd like to see in future editions.

RECRUITMENT AUDIT

To help streamline your recruitment processes, save you time and hire the best quality people.

- Are you looking to grow your business in 2025?
- Have you had high turnover and want to reduce this?
- Do you want top talent in your business?

We are offering a **FREE** recruitment audit!

What's included in the audit?

- A comprehensive review of your recruitment processes
- Identifying gaps and areas for improvement
- Tailored recommendations to optimise your hiring strategy
- Insights into market trends to attract the best candidates

Get in touch to book your free audit today!

How can NCS HR Solutions support you?

At NCS HR Solutions, we offer flexible support tailored to your needs, whether on a retained, ongoing, or project basis. As an independent HR consultant, we can support your business in a variety of ways, ensuring your HR processes are streamlined and compliant.

Preparing for Employment Law Changes in 2025

Several potential employment law changes are expected, and businesses must be ready to adapt. These changes could impact various areas such as pay, family leave, harassment laws, and worker rights.

Here's a summary of some confirmed and potential changes that may impact you:

- **Increased National Insurance Rates:** Employers will need to adjust their payroll systems to account for the higher National Insurance rates, impacting both employees and employers.
- **Minimum Wage Increase:** From April 2025, there is a confirmed increase in the minimum wage, requiring businesses to review their pay structures and ensure compliance with the new rates.
- **Neonatal Care Leave:** Employees will gain the right to take paid leave if their baby requires neonatal care. Updates to policies and contracts will be required to reflect this new entitlement.
- **Enhanced Sexual Harassment Laws:** New regulations brought in last year, means that employers are more accountable for addressing sexual harassment in the workplace. Organisations will need to implement or strengthen training, reporting mechanisms, and investigations.
- **Employment Rights Bill:** This bill will introduce several key provisions, including:
 - Day-one Unfair Dismissal Rights: Employees will gain the right to claim unfair dismissal from their first day of employment, impacting how businesses manage probation periods and terminations.
 - Expanded Family Leave: There will be a significant expansion of family leave, including paid neonatal care leave and flexible parental leave, which employers must prepare for by reviewing leave policies and communication.
 - Enhanced Protections for Zero-Hours Contract Workers: These workers will receive additional protections, ensuring fairer treatment and pay. Employers must ensure zero-hours contracts are compliant with the updated standards.

How you can get ready and prepare:

- **Policy and Contract Review:** Conduct audits of your existing policies and employment contracts to ensure they align with the new legislation.
- **Training and Awareness:** Provide training for managers and staff on the new laws, particularly around harassment prevention and family leave entitlements.
- **Update Payroll Systems:** Ensure payroll systems are ready to handle new pay structures, including National Insurance changes and statutory sick pay updates.
- **Ensure Compliance with New Worker Protections:** Revise contracts and processes to ensure zero-hours workers are treated fairly under the new laws.

By staying ahead of these changes and updating processes now, you can ensure your business is fully compliant with the law in 2025 while creating a more supportive, fair and inclusive workplace.



A note from Nicola...

Happy New Year!

As your HR consultant, I'm here to bring you the latest updates and tips as we start 2025.

Looking back at 2024, I want to take a moment to thank you for your ongoing support.

Your trust and partnership have meant so much, and I'm excited to continue working with you in the year ahead.

Wishing you a successful and prosperous 2025, filled with growth and new opportunities!

A handwritten signature in black ink that reads 'Nicola'.