

December 2025 Newsletter

As we reach the end of the year, many business owners are taking a moment to pause, reflect and plan. December can feel busy, emotional and pressured, especially when people issues are added to the mix. Whatever this month looks like for you, we are here to keep things simple and help you finish the year feeling in control.

Looking Back over 2025

This year brought several changes for employers, including

- shorter qualifying periods for unfair dismissal
- a continued rise in wage expectations
- more focus on early and consistent management during probation
- increased HMRC scrutiny around payroll and employment status.

For many SMEs, these shifts have shown the importance of clear processes and strong documentation. The businesses we support have found that small, proactive steps make a meaningful difference.

Seasonal Considerations

December often brings predictable challenges. If these feel familiar, you are not alone.

- **Absence and lateness:** Clear communication and consistent action help keep things fair.
- **Annual leave requests:** Keeping decisions aligned with your policy prevents conflict later.
- **Festive celebrations:** A friendly reminder about conduct can save difficult conversations in January.
- **Wellbeing:** The end of the year can feel heavy for some. Simple check ins make a real difference.

If a situation feels tricky, please get in touch. A quick conversation can prevent a bigger issue.

How We Have Supported Our Clients This Year

Alongside keeping you compliant and up to date, we have worked closely with clients across a wide range of people challenges.

Throughout 2025, we have supported businesses with:

- *People issues* from absence and conduct concerns to performance management, helping leaders act early and fairly
- *Training and development* including delivering sessions on sexual harassment, best practice recruitment and people management
- *Meetings and investigations* providing guidance, documentation and support to ensure processes are consistent and well structured
- *Mediation and conflict resolution* helping to rebuild working relationships and reduce the risk of formal action
- *Recruitment* from writing adverts and shortlisting through to screening, interviews and onboarding
- *HR administration* keeping policies, documents and HR systems in good order and taking essential tasks off your plate.

It has been a privilege to support so many of you through both the everyday and the unexpected.

