

8 December 2022

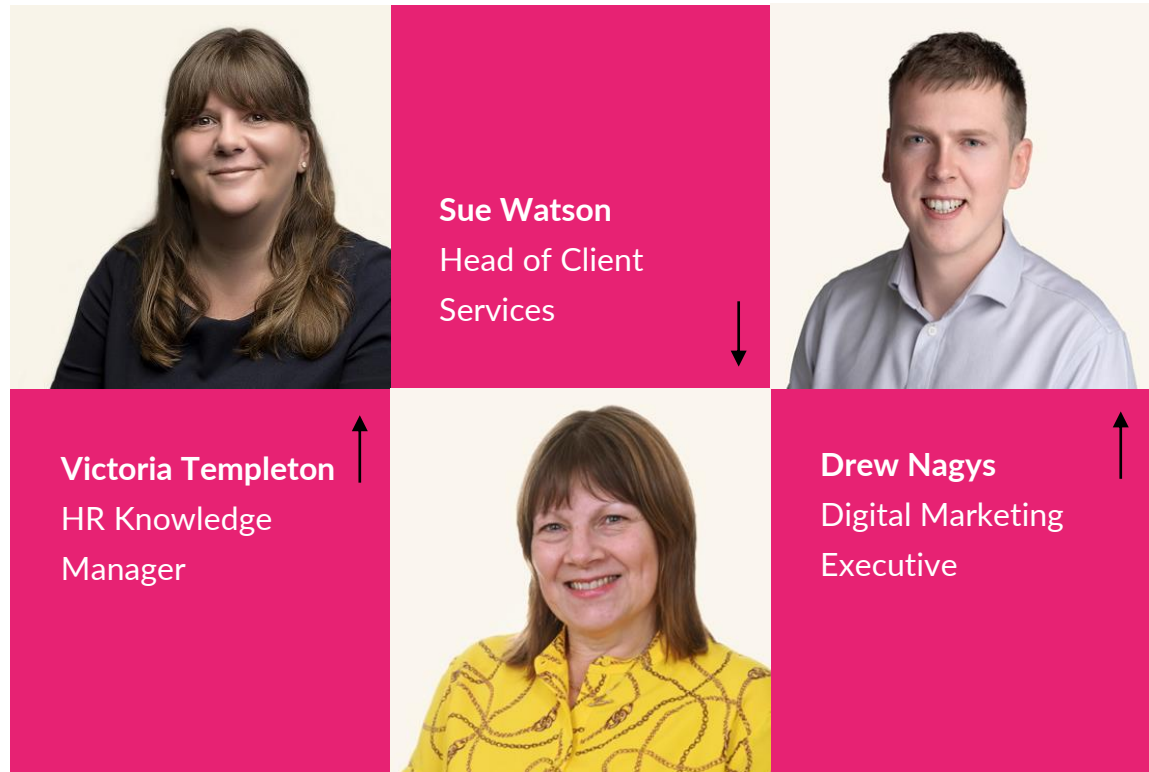
# 2023 – planning for the year ahead



# Introductions



## Meet the Presenters and Technical Support



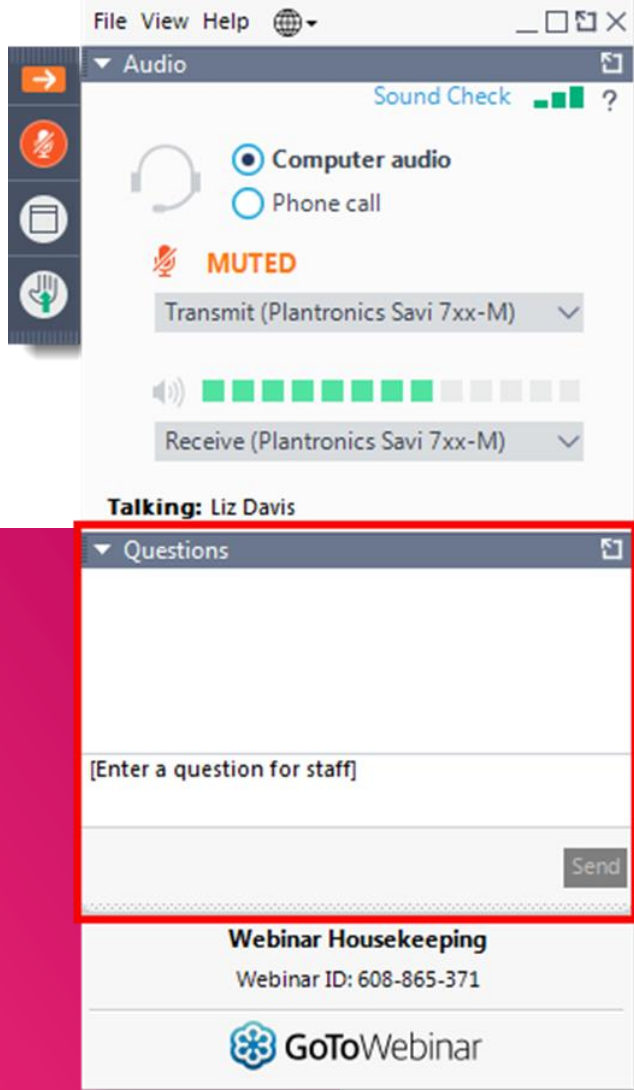




# How to ask questions

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# GoTo Webinar Housekeeping

## Time for Questions

### Your Participation

Please continue to submit your text questions and comments using the Questions panel





# Agenda

- **The employment climate**
- Looking ahead to 2023
- Planning for 2023
- Further support
- Q & A





# The employment climate

- Business rebuilding after COVID
- Change in government
- Cost of living
- Recession
- Industrial action
- Case rulings





# The employment climate

- Redundancies
- Increased costs
- Cost savings
- Stagnated wages
- Disruption to business
- Financial and administrative implications on holiday pay
- COVID-19 risk management
- Mental health

# Agenda

- The employment climate
- Looking ahead to 2023
- Planning for 2023
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- Q & A







## Looking ahead to 2023

- Mental ill health
- Industrial action
- Increased employer costs
- Redundancies and job insecurity
- Employment law developments

# Looking ahead to 2023:

## ➤ Mental health

- 1 in 4 experience mental health issues each year
- 1 in 6 experience mental health issues in any given week
- 8 in 100 specifically experience mixed anxiety and depression in any given week
- 1.8 million work related ill health cases in 2021/22
- 0.9 million work related stress, depression or anxiety cases
- Data from the charity Mind and the HSE



# Looking ahead to 2023:

## ➤ Mental health

- Cost of living crisis
- Job insecurity
- Personal pressures
- Workload\*
- Tight deadlines\*
- Too much pressure\*
- Too much responsibility\*

\* HSE report “work related stress, anxiety or depression statistics, Great Britain, 2022.





# Looking ahead to 2023:

## ➤ Industrial action

- Industries balloted for strike action in 2022 include:
  - National rail, London Underground
  - Barristers
  - Postal service
  - Telecommunications – BT
  - Heathrow airport
  - Bus drivers
  - University education
  - Nurses
  - Driving examiners



# Looking ahead to 2023:

## ➤ Industrial action

	December dates
Rail	13, 14,16,17
London Bus	1,2,3,8,9,10,15,16,17
Nurses	15,20
Royal Mail	1,9,11,14,15,23,24
Higher Education (Scotland)	7, 15
NHS Ambulance	Dates TBC
Teachers (primary and special schools)	January
Civil servants (3x Government departments)	Mid December
Driving examiners	Various dates



# Looking ahead to 2023:

## ➤ Industrial action

- Increase in Trade Union memberships?
- Request for formal recognition?
- More Trade Union Representatives in attendance at formal hearings?



# Looking ahead to 2023:

## ➤ Increased employer costs

- National Minimum and National Living Wage increase (between 9 and 10%)
- Threshold for paying higher level of tax will be lowered
- Business rates to be updated following a re-evaluation of property values
- Corporation tax increase
- SMP/SAP/SPP/SSP = 10% increase



# Looking ahead to 2023:

## ➤ Redundancies?

- Redundancies are increasing in 2022, according to the Office for National Statistics
- January to March = 2.5 per thousand employees
- March to May = 1.8 per thousand employees
- May to July = 2.3 per thousand
- July – September = 2.7 per thousand employees
- Increased operational and employment costs
- Redundancies? Short term working? Statutory lay off?





# Looking ahead to 2023:

## ➤ Employment law developments

- Retained EU Law (Reform and Revocation) Bill
- Harassment in the workplace – International Labour Organisation’s Violence and Harassment Convention
- Supreme Court Hearings
  - Employment status (HMRC v Professional Game Match Officials Ltd)
  - Agency workers (Kocur v Angard Staffing Solutions Ltd and Anor)



# Looking ahead to 2023:

## ➤ Employment law developments

- HMRC v Professional Game Match Officials Ltd
  - Was there sufficient mutuality of obligation and control in the individual contracts for them to be deemed contracts of employment, and therefore worker status
  
- Kocur v Angard Staffing Solutions Ltd and Anor
  - Are agency workers legally entitled to be notified about job vacancies and in the right to apply for/be notified of internal vacancies



# Looking ahead to 2023:

## ➤ Employment law developments

- Retained EU Law (Revocation and Reform) Bill
  - If passed, EU law that is contained within UK law will end from December 2023
  - Working Time Regulations, TUPE, Agency Worker Regulations, Part Time Worker Regulations
  - The Government would be allowed to amend, repeal and replace the current EU law.
  - hat contains EU
- Harassment in the workplace
  - International Labour Organisation's violence and Harassment convention comes into force
  - DWP plans to introduce an obligation on employers to play an active role in the prevention of harassment in the workplace, including that from third parties.





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- **Planning for 2023**
- Further support
- Q & A





# Planning for 2023

- Budget review
- HR Strategy and People Plan
- Workforce planning
- Cost saving exercise
- Employee wellbeing
- Flexibility and hybrid working
- Employee engagement
- Plan the roll out of changing employment legislation

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## Further support

- Sign up to our FREE virtual Employment Law Seminar 2023
- Access our FREE People Plan from our DocShop
- Mental health ambassadors/first aiders
- Employee Assistance Programme
- Employee Opinion Surveys
- Redundancy support





# Virtual Employment Law Seminar

Join us for our annual employment law virtual seminar in which we will look at the upcoming developments in the world of HR that are likely to have an impact on how you manage your people in 2023.

In addition to exploring what lies ahead for business in 2023, we shall also cover the significant employment law developments from 2022 that have challenged many businesses since.

We shall share our thoughts on the best practical way in which they can be dealt with.

This free, 2-hour practical approach to employment law will help your business to plan and respond accordingly.

**Save you place today!**

<https://register.gotowebinar.com/register/1887678273940642139>



# Training Courses Management

- Effective Communication Skills
- Leading the Team
- Managing Conflict at Work
- Effective Appraisal Skills
- Managing Poor Performers
- Recruitment and Selection
- Holding Difficult Conversations
- Equality, Diversity & Inclusion
- Managing Grievance
- Managing Disciplinary
- Employment Law
- ILM Level 3
- ILM Level 5



2023 Dates are being scheduled

Scan to find out more





# Training Courses

## Health & Safety

- **Level 2 Health & safety**  
21 February @ 9:30am
- **Level 2 Emergency First Aid**  
7 March @ 9:30am

Dates currently being scheduled:

- **Level 2 Fire Safety**
- **Level 2 Food Safety**
- **Level 2 Mental Health First Aid**
- **Level 3 Safeguarding**
- **Mental Health Ambassador**
- **Safeguarding Ambassador**



2023 Dates are being scheduled

Scan to find out more



# Webinars

- **Reward and recognition strategy**  
12 January @ 10am
- **10 key areas for managing people in 2023 and beyond**  
9 February @ 10am
- **5 key considerations when employment ends**  
9 March @ 10am
- **Return to work interviews – why do them?**  
13 April @ 10am
- **EU Law (Reform and Revocation) Bill**  
11 May @ 10am



Scan to find out more





# Thank you

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