

14 December 2023

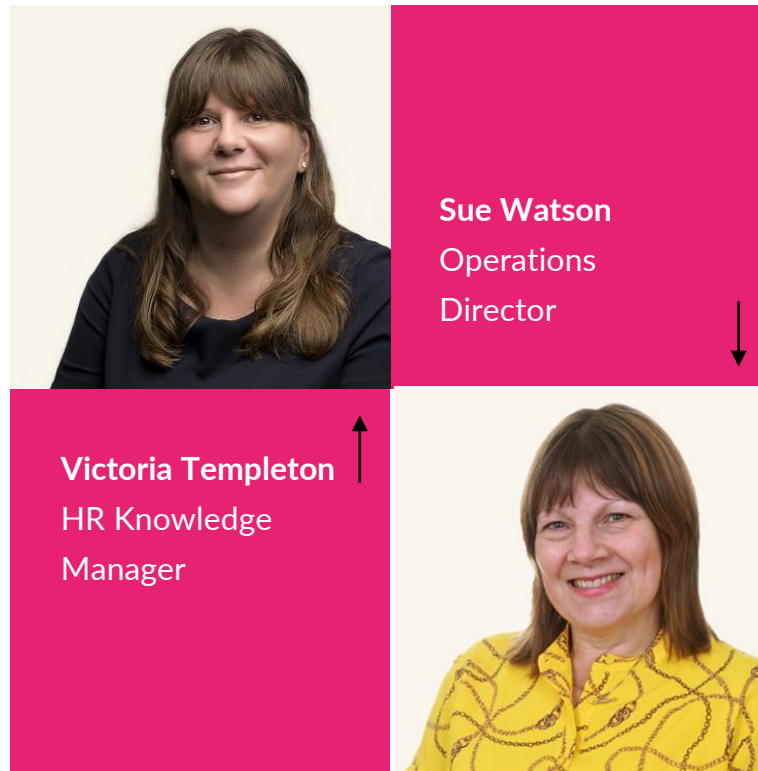
# The HR Year Ahead: What are the key trends to watch?



# Introductions



# Meet the Presenters and Technical Support



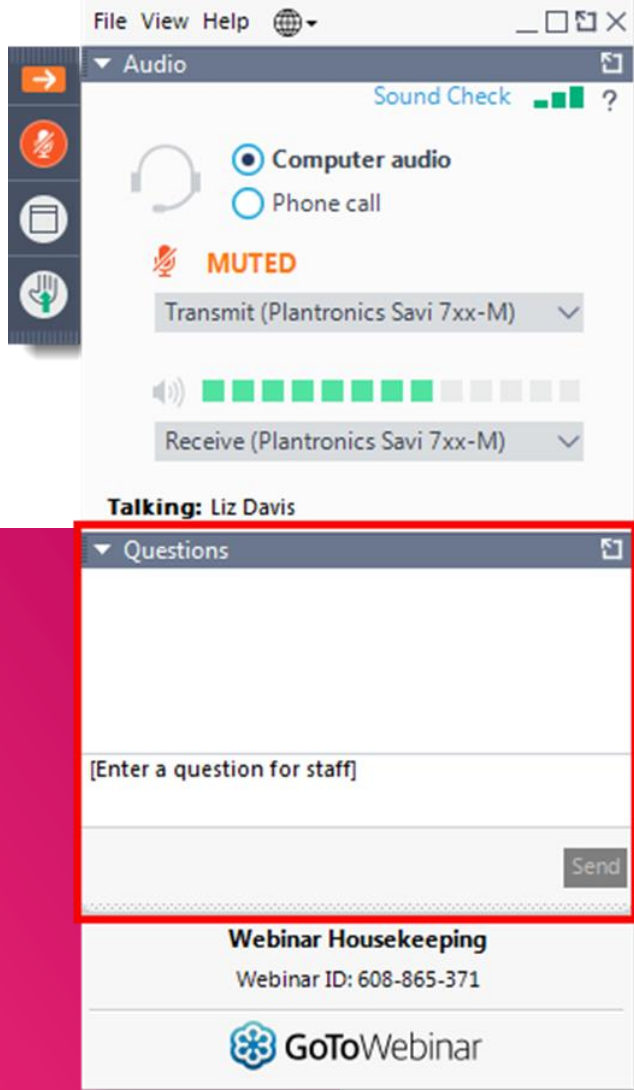




# How to ask questions

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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

- 2024: The HR year ahead – what to look out for
- Employment Law
- Q&A



# 2024: The HR Year Ahead – what to look out for



# Recruitment & Retention

## We asked....you said

80% had  
recruitment  
challenges

43% had  
challenges with  
skill shortages

24% had a  
shortage of  
candidates

15% had  
challenges with  
the time it takes  
to hire

11% had  
challenges with  
rising demands  
for hybrid working

7% had  
challenges with  
cost per hire

23% were  
unable to meet  
wage demands

# Recruitment & Retention

- Apprenticeships
- Quiet Hiring
- Invest in Technology
- Data driven recruitment
- Preferred recruitment agencies
- Hybrid and remote working / flexible working



# Resource Planning

- Resource planning a key business activity to address continuing recruitment and retention challenges
- Effective resource planning arises from having a strategic people plan that is aligned to the business plan
- Support the business in achieving success through its people by having the right skills and capabilities, in the right place, and at the right time.



# Data and AI



- Data is key to decision making
- Meaningful management information enables leaders to make the right strategic decisions
- Keeping up with advancements in technology is also of great importance in order to remain competitive
- Artificial Intelligence is only going to be used more and more
- Ethical and legal considerations when using AI.





## External influences

- Cost of living crisis
  - Increase in mental health related sickness absence
  - Increase in the number of employees taking on second jobs
  - Recruitment freeze
- Strategic people planning to support
  - Can you afford to introduce an EAP?
  - Review your benefits package
  - Cost of living support bonus
  - Reasonable time off to seek financial advice



# External influences

- Potential General Election
  - Must take place at the latest, by 28 January 2025
  - Speculation around whether it could be 2024 (May or October)
  - Impact on business confidence
  - Potential for a new Government
  - A change in priorities



# Agenda

- 2024: The HR year ahead – what to look out for
- **Employment Law**
- Q&A



# Employment Law

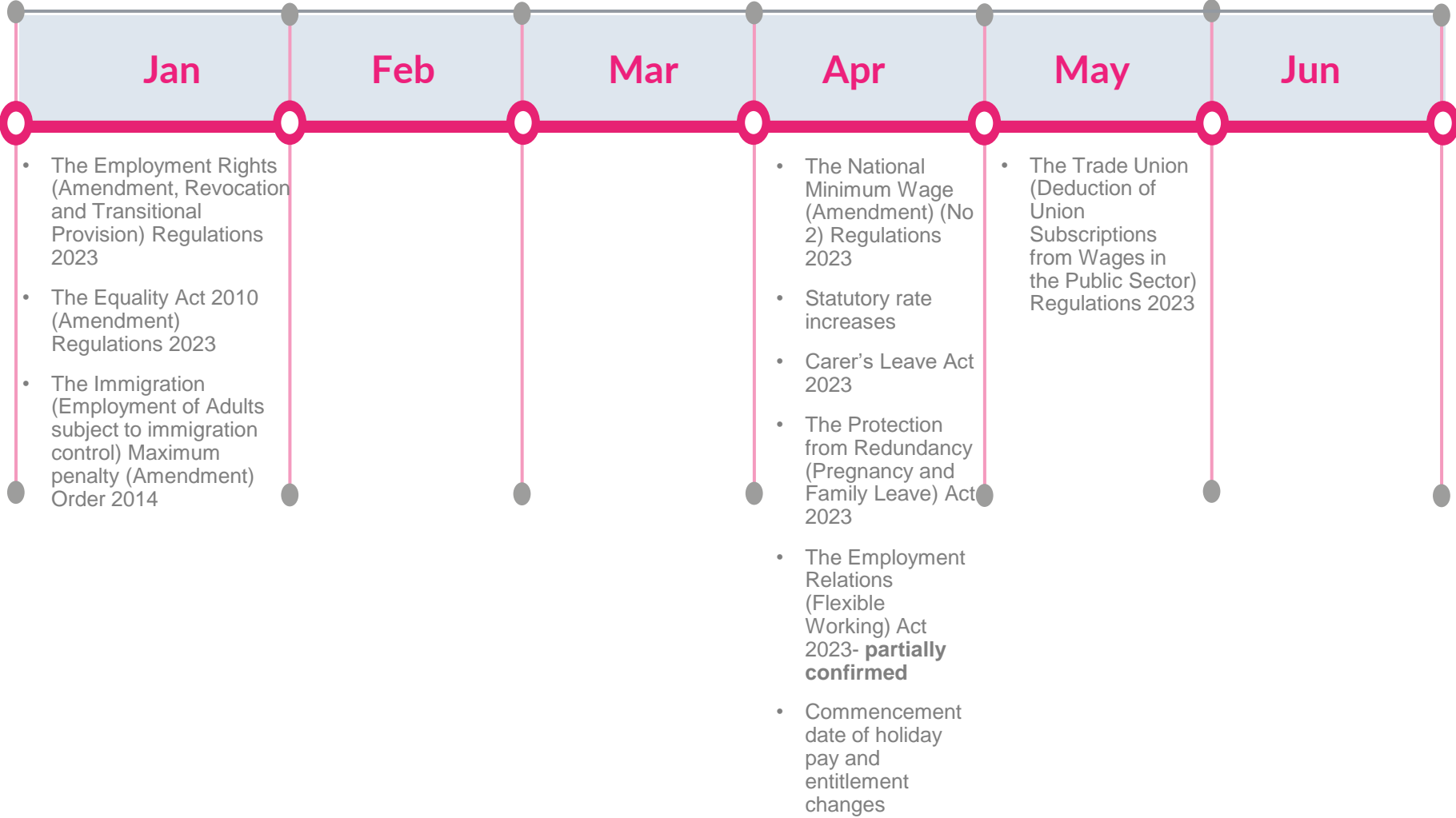


- Employment Law – significant changes on the horizon
- The Retained EU Law (Revocation and Reform) Act 2023 comes into effect 31 December 2023
- This Act revokes the majority of European legislation and case law that is currently underpinned in many pieces of UK legislation
- Other developments in employment law planned for 2024 unrelated to the Retained EU Law (Revocation and Reform) Act.

# Employment Law Timeline

NB: Draft Regulations, therefore subject to change

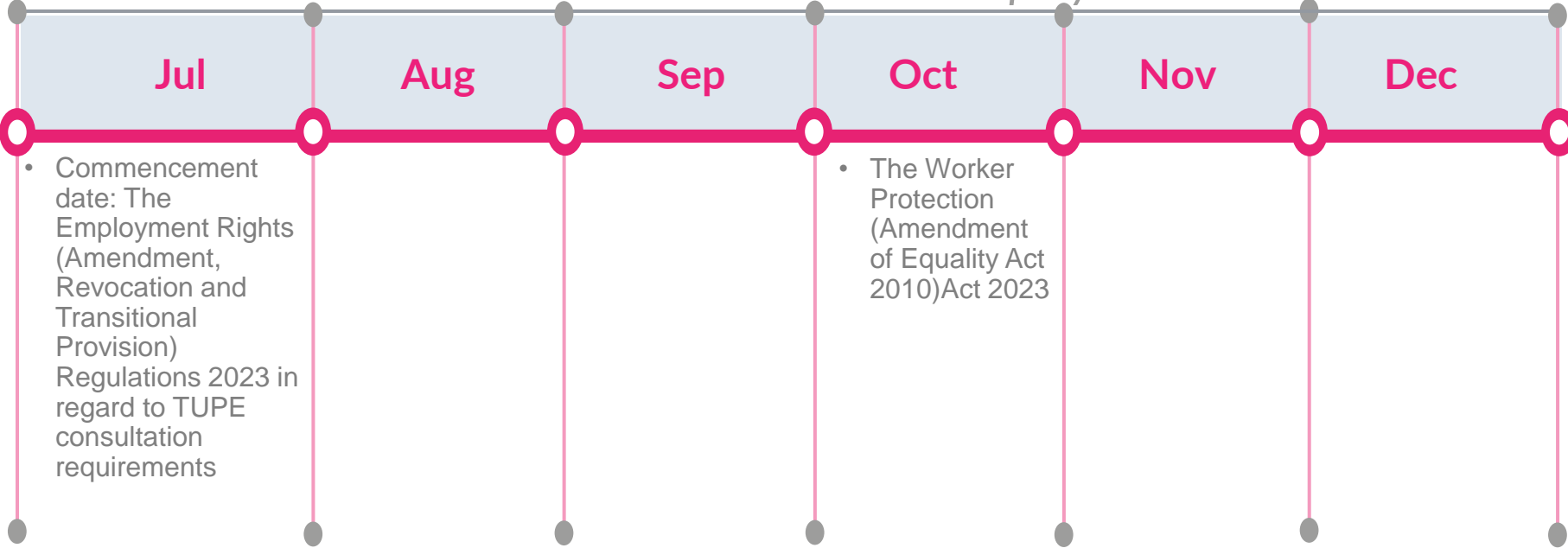
*#Employmentlawtimeline2024*



# Employment Law Timeline

NB: Draft Regulations, therefore subject to change

#Employmentlawtimeline2024



- Commencement date: The Employment Rights (Amendment, Revocation and Transitional Provision) Regulations 2023 in regard to TUPE consultation requirements

- The Worker Protection (Amendment of Equality Act 2010) Act 2023



# Legislation- commencement dates to be confirmed

- Strikes (Minimum Service Levels) Act 2023
- Employment (Allocation of Tips) Act 2023
- Workers (Predictable Terms and Conditions) Act 2023
- Neonatal Care (Leave and Pay) Act 2023
- Pensions (Extension of automatic enrolment) (No2) Act



# Employment Bills





# Key Resources for 2024

- SME Business Survey Results – expected February 2024
- HR Solutions White Paper “Strategic HR Thinking for 2024: Aligning People and Business Strategy” – expected January 2023
- New template documentation to support new employment legislation on our Knowledge Base
- Virtual Employment Law Seminar
- Further details at the end.

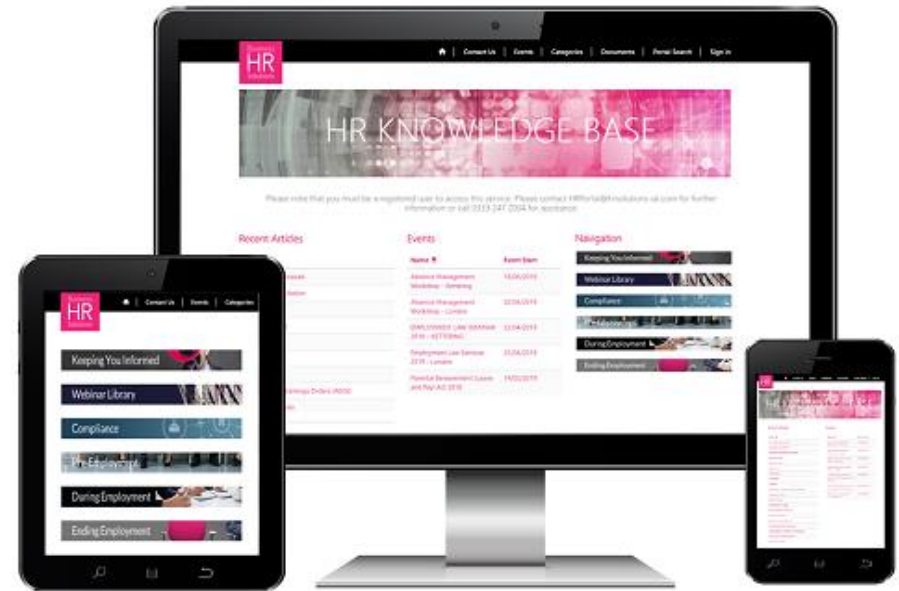




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- Template HR documents and policies
- HR articles and guides to keep you fully informed
- HR guidance on a wide range of topics



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# Training Courses Management

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- Leading the Team
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- Effective Appraisal Skills
- Managing Performance
- Recruitment and Selection
- Holding Difficult Conversations
- Equality, Diversity & Inclusion
- Managing Grievance
- Managing Disciplinary
- Employment Law
- ILM Level 3
- ILM Level 5



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# Free Webinars

- **Apprenticeships: A solution to your recruitment challenges**  
11 January @ 10am
- **Menopause in the workplace: how to support your employees**  
30 January @ 10am
- **Tools for effective performance management at all levels**  
15 February @ 10am
- **HR Solutions Virtual Employment Law Seminar**  
28 March @ 10am



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# Thank you

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