

2025: The HR year ahead

12 December 2024



MEET THE PRESENTERS AND TECHNICAL SUPPORT



VICTORIA TEMPLETON
HR KNOWLEDGE MANAGER



SUE WATSON
OPERATIONS DIRECTOR

USING GOTO WEBINAR



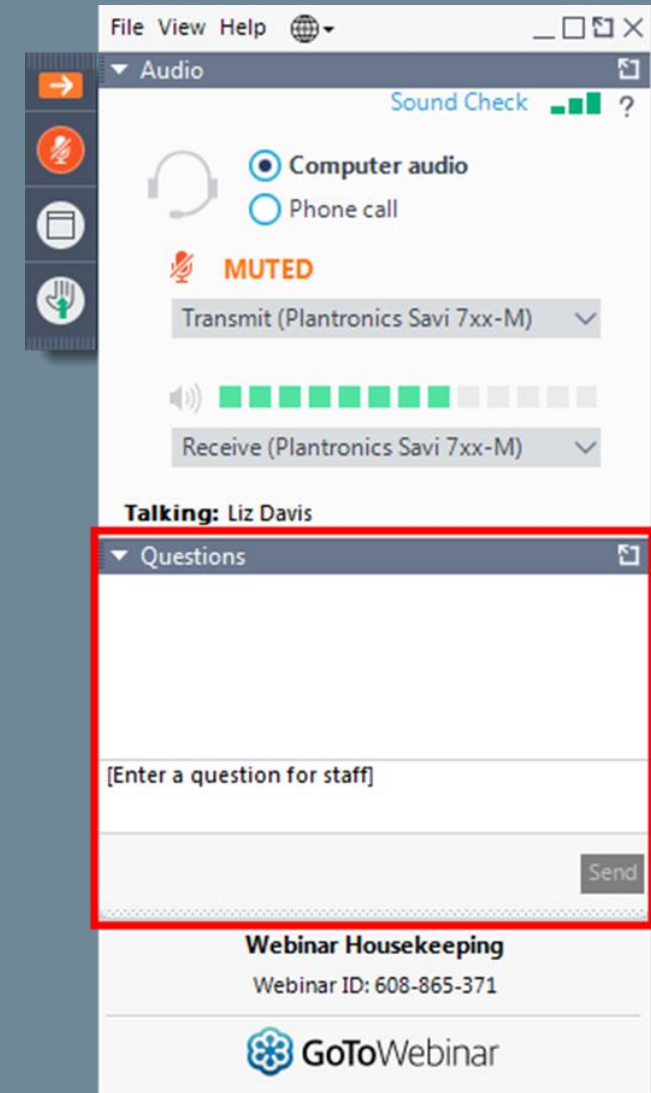
QUESTIONS...



GO TO WEBINAR

Your Participation

Please submit your text questions and comments using the Questions panel





POLL INCOMING...

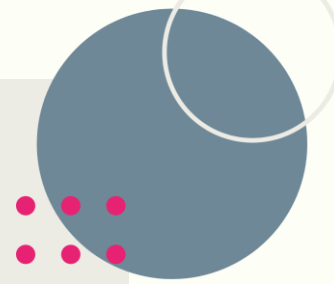
WHAT DO YOU
THINK?

FREE HR WHITEPAPER

STRATEGIC HR THINKING – ALIGNING PEOPLE AND BUSINESS STRATEGY

A guide for any forward-thinking individuals committed to catalysing business growth through innovative HR practices.

- Business Challenges
- Talent Management in a Global Landscape
- Employee Experience and Business Outcomes
- The Rise of Green Collar Workers and B Corp
- Data Analytics and HR
- Utilising AI
- The Rise of Asynchronous Working
- Unconventional HR Trends Dividing the People Profession



Download the whitepaper



AGENDA



The HR year ahead



Strategic HR planning



HR's role in managing change



Key competencies for influencing business strategy



Demonstrating the impact of HR activities on ROI



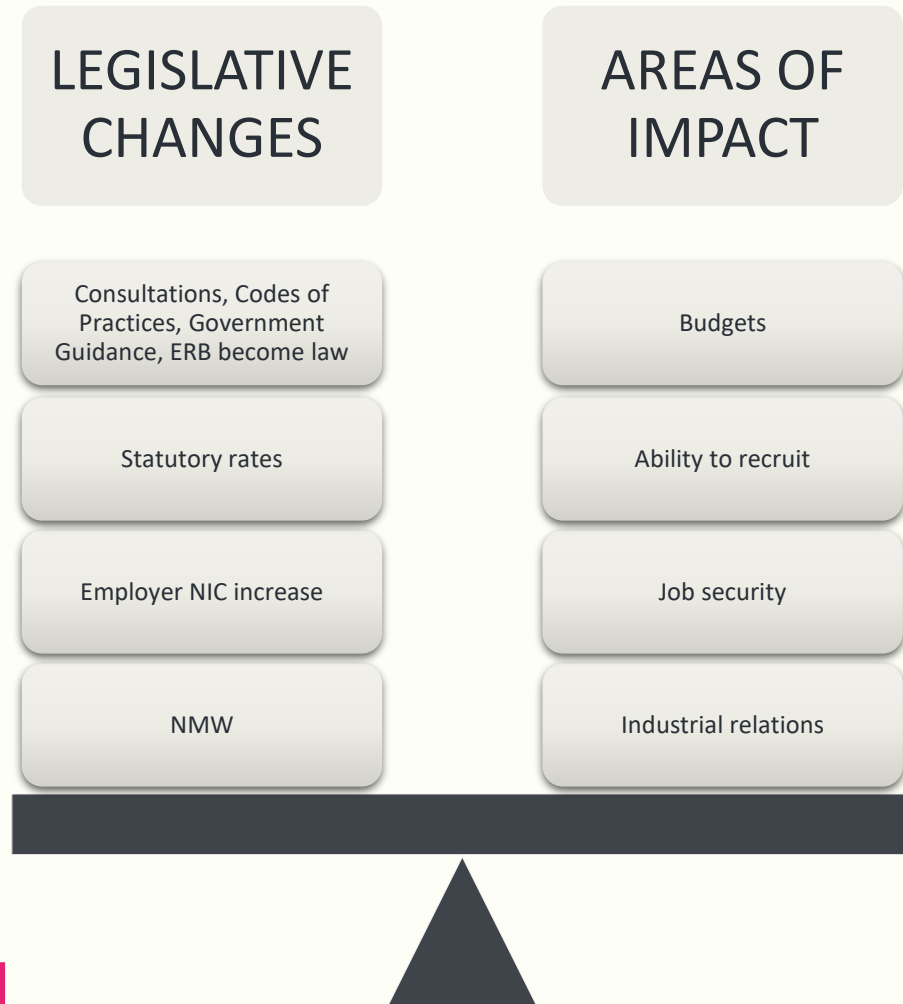
Q&A



POLL INCOMING...

WHAT DO YOU
THINK?

2025 – THE HR YEAR AHEAD



1. 28 employment reforms!
2. Some changes may come into force, but the majority will commence 2026
3. 2025 the year of preparation
4. Scenario planning and budgeting
5. Drafting new employment documentation – employment policies, handbooks and contracts of employment.

THE EMPLOYMENT RIGHTS BILL

05. Enforcement

- Unfair dismissal day 1 right
- Statutory probation rules
- Further restrictions on 'fire and rehire'
- A new 'Fair Work Agency'

04. Industrial relations

- Remove the requirement at the application stage, for a union to demonstrate that there is likely to be majority support
- Remove the 40% threshold at the recognition ballot stage
- Consulting on reducing the 10% application threshold for the CAC to accept a TU recognition
- Abolish minimum service level laws
- New duty to inform workers of their right to join a TU
- New right to access a union within the workplace

03. Family Leave

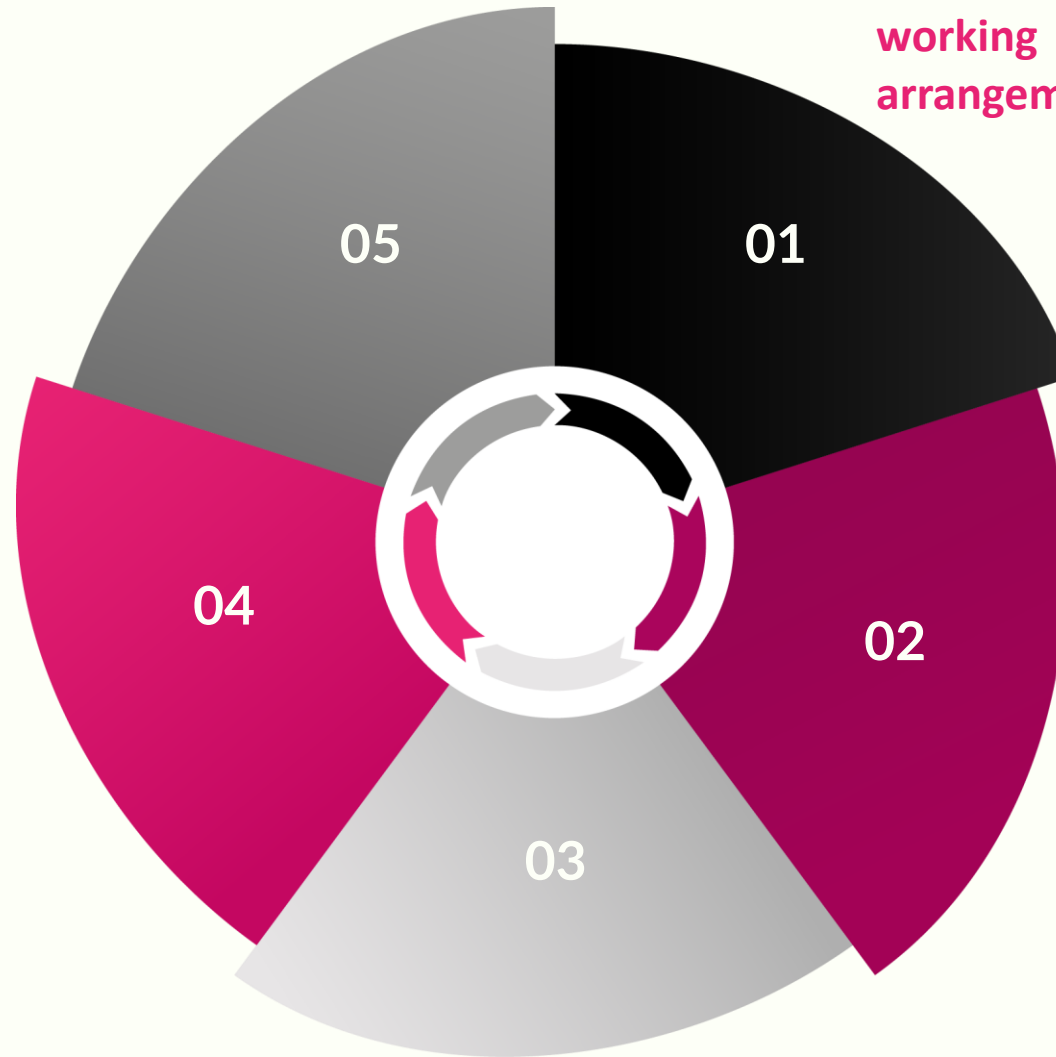
- Parental leave a day 1 right for all workers
- Bereavement leave for all workers
- Unlawful to dismiss an employee on return from family leave

02. Pay & benefits

- Remove SSP waiting days
- Replace lower earnings limit with a percentage replacement rate
- Remove NMW age bands
- Include cost of living factor in determining NMW
- The Tipping Act to be amended to require consultation before issuing first version of written policy and an obligation to review the policy at least once in the first 3 years

01. Contracts & working arrangements

- Ban exploitative zero-hour contracts
- Reasonable notice of cancelling shifts & wages
- Flexible working is a genuine default
- "All reasonable" steps to be taken to prevent sexual harassment
- Third party harassment protections
- Dismissals unfair when connected to an employee failing to agree a variation of contract
- Remove the 'establishment' requirement for collective consultation purposes
- Schools Support Staff Negotiating Body
- Adult Social Care Negotiating Body



HR TRENDS FOR 2025

1. How businesses can grow through human resources
2. HR is a critical business partner
3. Capable of influencing strategic direction and resilience of business
4. HR professionals must adopt a holistic view of their role and operate outside of traditional boundaries
5. **Download the White Paper**



HR Trends for
2025

An introduction to our white paper “Strategic HR Thinking: Aligning People and Business Strategy”

HR TRENDS FOR 2025

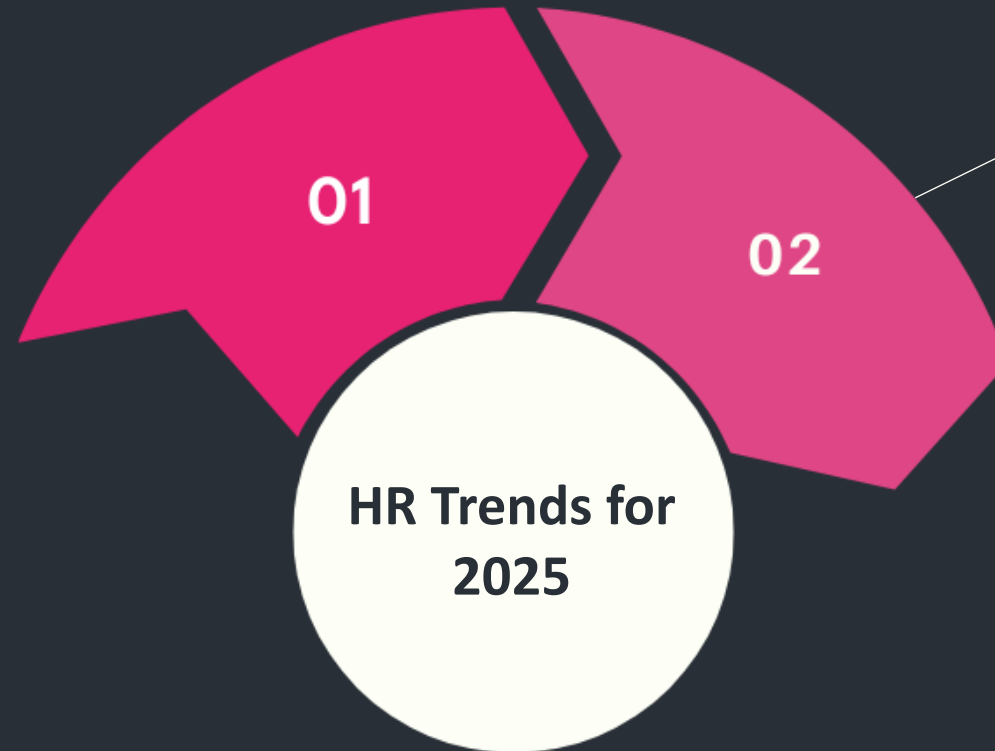
01. Regulatory compliance

- Regulatory compliance is mandatory and must be central to your strategic HR plan for 2025 and 2026
- HR play a significant role in managing the complexities of compliance
- HR Leaders must stay abreast of global, domestic, and sector specific regulatory changes
- Aside from legal compliance, advocate policies and working practices that promote ethical standards and corporate social responsibility

01

HR Trends for
2025

HR TRENDS FOR 2025

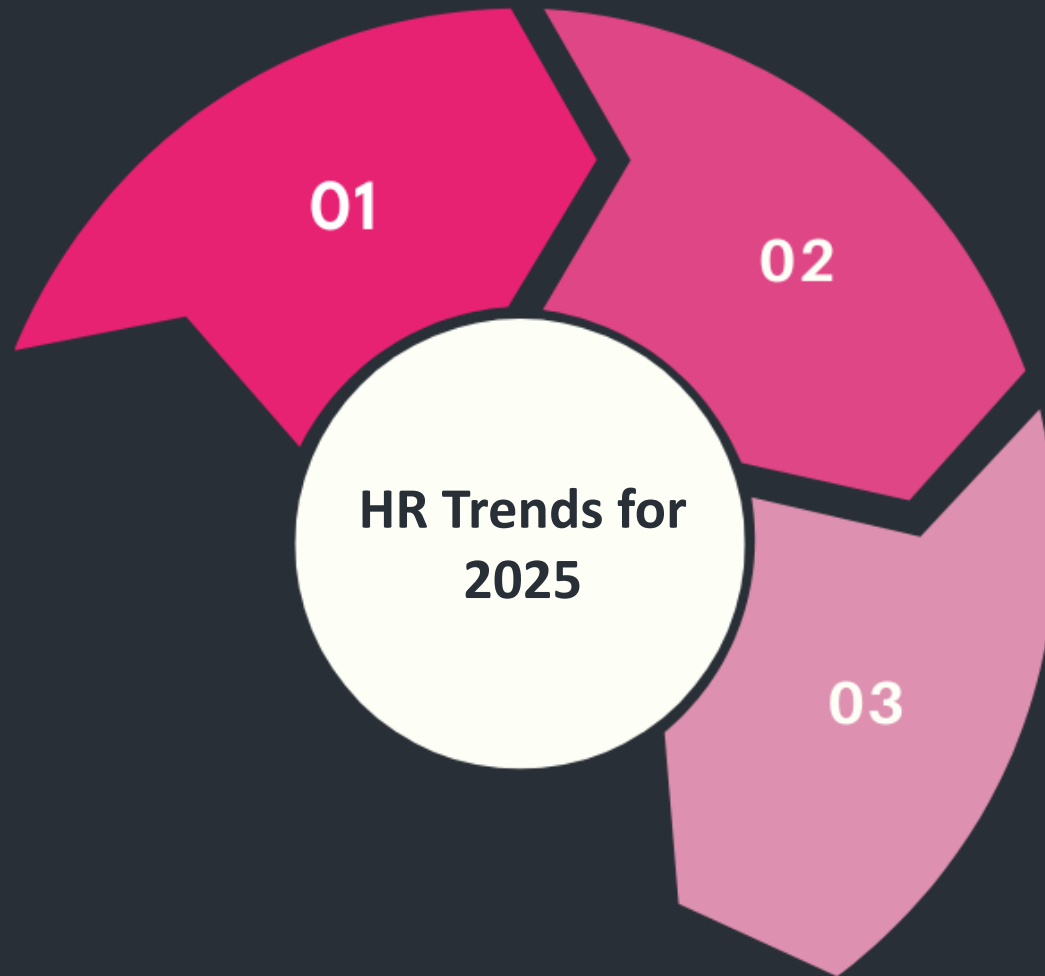


02.

Artificial Intelligence

- AI has become transformative technology that is rapidly reshaping business and working practices globally
- AI presents significant opportunities for HR leaders, to enhance people management practices and business performance
- Increased efficiency, enhanced decision making, streamlined recruitment and talent management and improved customer experience
- The Digital Information Smart Data Bill is soon to be published, whilst broad in scope, will include introducing regulations around the use of AI.

HR TRENDS FOR 2025



03.

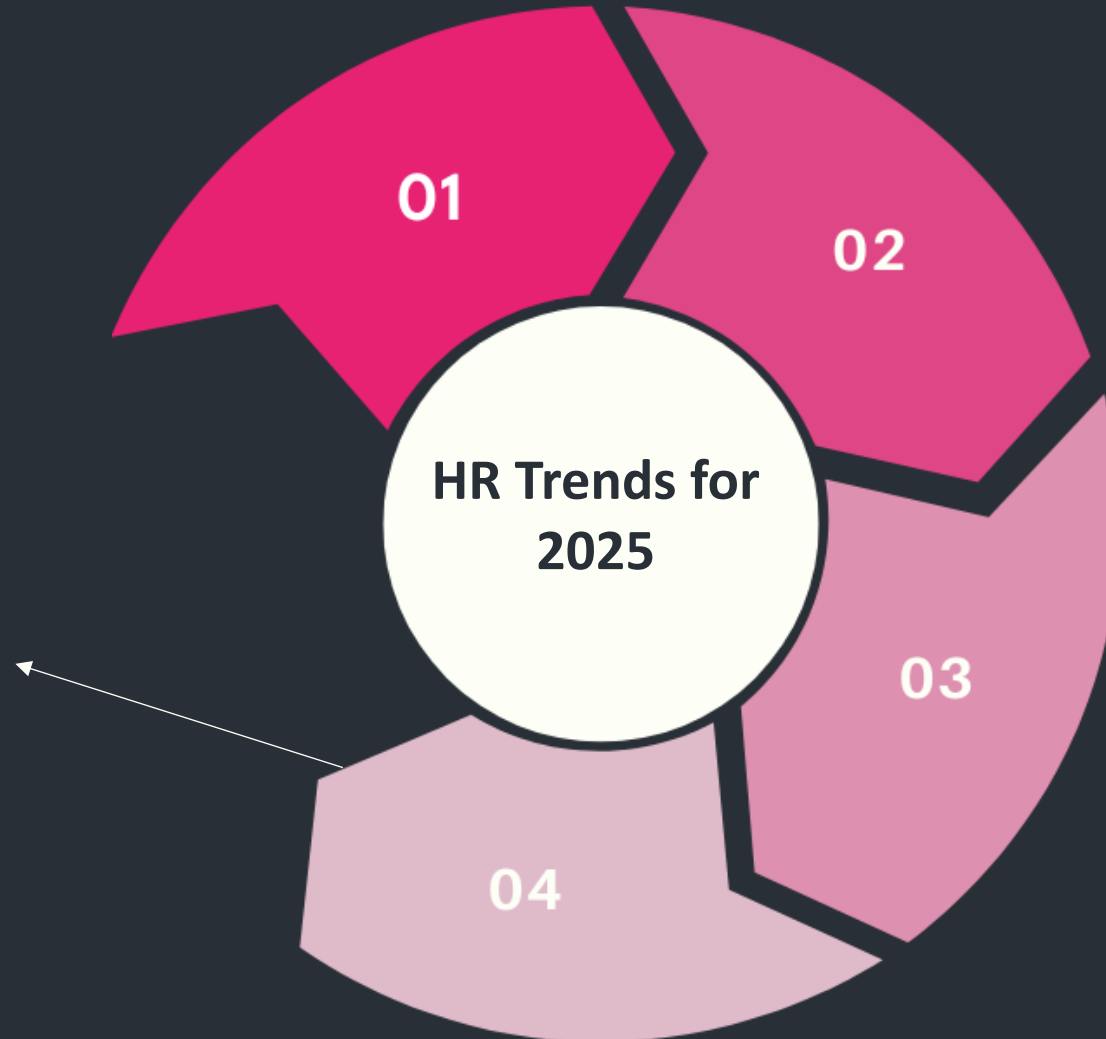
Asynchronous Working

- Profound shift in the working style of employees and organisations
- Triggered by technology advancements, global workforce and changing employee expectations
- A workstyle where employees are not required to be online or available in real time, but have flexibility to work on tasks at their own pace and independent of their colleagues
- “Phygital” = using technology to enable remote collaborative working and the importance of keeping the human touch.
- Cost savings, better work/life balance, inclusive to all, improved customer service, and innovation and increased efficiency and productivity.

HR TRENDS FOR 2025

04. Data Analytics

- Evolving from a “nice to have” to a “must have” capability within HR
- It has the potential to uncover actionable insights enabling data drive decisions
- Lead to gaining competitive advantage
- Insights such as workforce trends, employee satisfaction and productivity
- Ethical and legal considerations are of fundamental importance



HR TRENDS FOR 2025

05. Strategic Workforce Planning

- Strategic workforce planning that anticipates future skill requirement and cultivates a diverse talent pipeline is fundamental in addressing talent management
- Key for any business, and across all sectors of industry
- Be proactive in understanding and planning for the skills and roles that will be crucial in the future
- Leverage internal development programmes and external hiring strategies to build a resilient workforce.



2025 ACTIONS & PRIORITIES

2025 PRIORITIES

- ✓ Statutory rates increase
- ✓ Employer NIC increase
- ✓ NMW increases
- ✓ Preparing for the employment law changes
- ✓ Regulatory compliance
- ✓ Artificial Intelligence
- ✓ Asynchronous working
- ✓ Data analytics
- ✓ Strategic workforce planning
- ✓ These will continue into 2026

2025 ACTIONS

- ✓ Get familiar with the reforms
- ✓ SWOT / PESTLE analysis
- ✓ Impact assessment
- ✓ Develop a strategic HR plan aligned to the business plan
- ✓ **Keep up to date with the employment reforms by joining our free Virtual Employment Law Seminar**
06/03/2025





POLL INCOMING...

WHAT DO YOU

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STRATEGIC HR PLANNING

The employment reforms and the latest trends in HR best practices requires developing a strategic HR plan

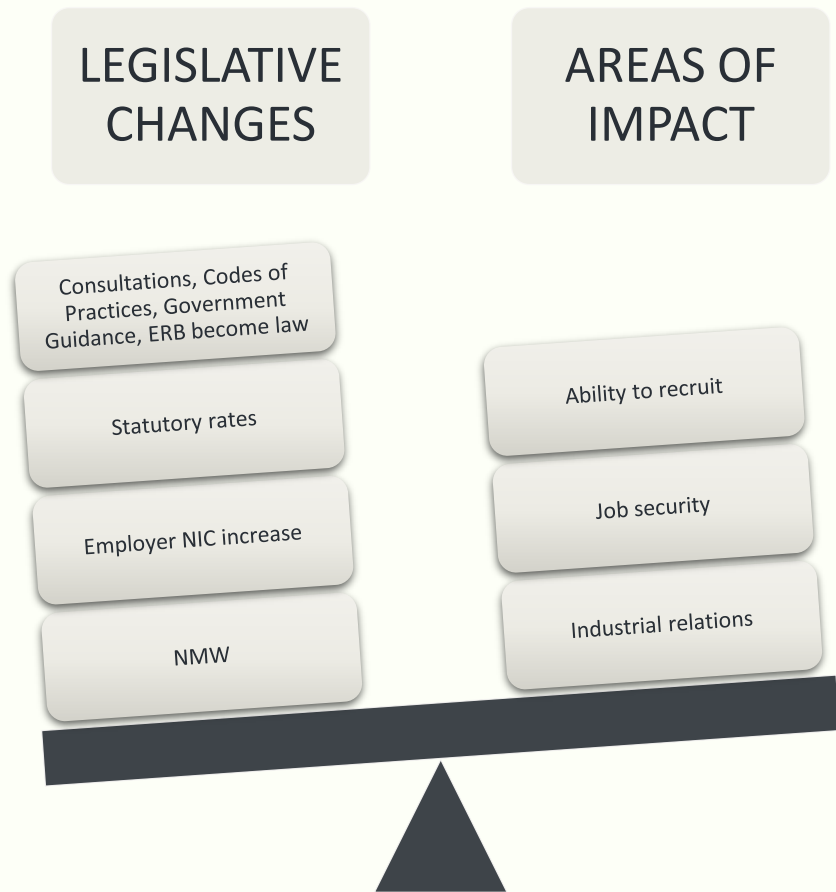
A strategic HR plan aligns human resources with business goals and helps you:

- identify current and future needs
- develop strategies to attract and retain talent
- stay ahead of competitors by implementing the latest HR trends
- ensure employees have the necessary skills and development opportunities to contribute to business success
- ensures compliance with legislation and sector specific regulations
- Mitigate the risks associated with the new employment reforms

Note: Employment reforms are ongoing, so ensure your plan remains flexible and adaptable.



STRATEGIC PLANNING FOR THE YEAR AHEAD



1. How will we deal with the increased costs?
2. How can we maintain a flexible and agile workforce?
3. How will it alter the way we recruit and resource your business?
4. How will the new statutory rates and pay entitlements affect our ability to reward our employees and attract candidates?
5. How will our reward strategy in the future affect employee retention, will we be able to remain competitive?
6. How will the reforms effect our Employee Value Proposition (EVP)?
7. How can we ensure the employment relationships remain positive and employees remain engaged?
8. What will the training needs be for employees, line managers, leadership team and HR teams?
9. Can the technology in the business support the changes?
10. What working practices need to change, and how must we therefore develop our company policies?

THE ROLE OF HR IN MANAGING CHANGE

Assessing change readiness

- Understand the reforms
- Assess the impact
- Skills and capacity
- Identifying gaps

Facilitating communications

- Collaboration with Leadership
- Clear and consistent messaging
- Addressing concerns
- Transparency
- Working alongside Trade Unions
- Managing employee relations

Provide training & support

- Skills development
- Coaching and mentoring
- Support resources

Monitoring & evaluating

- Tracking progress
- Identifying roadblocks
- Continuous improvement
- Regular audits
- Remain up to date on legal changes

Legal compliance

- Impact Assessments
- Legislation
- Codes of Practices
- Government Guidance
- Impact Assessments
- Collaboration with Business Leaders

KEY COMPETENCIES TO INFLUENCE BUSINESS STRATEGY

-  Emotional intelligence
-  Culture and behaviour
-  Strategic thinking
-  Financial and business acumen
-  Leadership
-  Change management
-  Data analytics
-  Forecasting
-  Technology proficiency





POLL INCOMING...

WHAT DO YOU
THINK?

DEMONSTRATING THE IMPACT OF HR ACTIVITIES ON ROI

Staff turnover

Talent optimisation

Absenteeism rate

Employee relations
cases

Employee value
proposition

Enhanced brand
value

Employee
engagement

QUESTIONS...





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OUR HR KNOWLEDGE BASE

The HR Knowledge Base is an online HR resource for busy professionals. It makes it easy for thousands of business owners and managers across the UK to manage their teams by giving them access to:

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





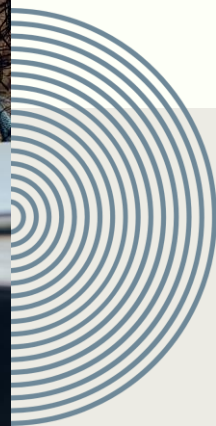
TRAINING COURSES

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



WEBINAR SCHEDULE

- Essentials for Small Employers | **9 January 10-11am**
- A New Deal for Working People – Pay implications of the Employment Rights Bill | **13 February 10-11am**
- Virtual Employment Law Seminar | **6 March 10-11am**



Save your Space



HR RISK AUDIT

Uncover potential risks to your business and fortify your operations with our FREE comprehensive HR Risk Audit.

Our Audit is designed to ask you questions about your business to enable us to identify any risks to you as a business and more importantly to provide you with guidance and support as to how to de-risk these.

The questionnaire takes 10-15 minutes to complete. Once completed we will compile a report for you summarising your responses, as well as providing recommendations.



Risk Audit



FREE HR ADVICE LINE

We're offering a **Free 30-Minute Consultation** with one of our experienced HR Advisors. Whether you're dealing with performance issues, navigating absences, or striving to create a positive workplace culture, our team can provide the guidance you need.

Simply, fill out one of our forms and one of our advisors will reach out within 24 hours to either conduct the consultation or arrange a suitable time.



Find out more



KEEP IN TOUCH WITH US



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Thank you

Any question? Please get in touch:

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