

HR NOW COFFEE BREAK



We will be sharing an overview of all HR related news on a quarterly basis throughout 2021 and we welcome your feedback on what you would like us to feature. Today, we will look back at 2020, look forward to 2021 and summarise what you need to do as a Jersey employer.

	2020	2021	WHAT YOU NEED TO DO
LEGISLATION	<ul style="list-style-type: none">• Minimum wage increased to £8.32 per hour• Increased Parental Leave and Pay• Change to statutory redundancy payment• Changes to Employee Security contributions in Q4• Discrimination update	<ul style="list-style-type: none">• Changes to Parental Leave Benefits• Changes to visa and work permit requirements come into force• Social Security contributions revert in June 2021	<ul style="list-style-type: none">• Check your current policies, procedures and handbook are compliant• Ensure your payroll procedures are correct• Join HR Now webinars and check our advice guides at www.hrnow.je
EXTERNAL INFLUENCES	<ul style="list-style-type: none">• COVID 19 - impact on the economy, working practices and employee wellbeing and mental health• BREXIT	<ul style="list-style-type: none">• COVID 19 vaccine available• Impact on economy and trading	<ul style="list-style-type: none">• Do you need to reduce hours or headcount?• Do your current terms allow you the changes you need to make?• Call HR Now on 747559 for a free HR Health Check
CULTURE	<ul style="list-style-type: none">• Working from home has become the norm for many organisations and industries• Black Lives Matter movement	<ul style="list-style-type: none">• More flexible working is now expected by employees and employers following the pandemic	<ul style="list-style-type: none">• Are your current practises sustainable?• Review your policies

HR NOW NEWS

We are immensely proud of all that we have achieved this year and that we have been able to share our success by supporting four local charities: we have made donations to Brighter Futures, washed cars to raise funds for Jersey Cheshire Home and donated £200.00 to both the Listening Lounge and Silkworth in lieu of sending Christmas cards.