

DECEMBER 2021

QUARTER 4 NEWSLETTER

The year ahead - are you ready for 2022?



There is not much more any of us can say about 2021, it's been a huge challenge for almost everyone we know. **So, what should be on your HR agenda for 2022?**

Recruitment

Recruitment is an extremely tough market - so now is the time to look internally at promoting from within. This not only gives your people a path to progress, but you will also reap the benefits of reduced hiring costs and increased productivity. In LinkedIn's [Global Talent Trends 2020 report](#), 81% agreed that it improves retention. Consider using the many funded apprentice programs to support your people's progression - our article on Funding has more info.

Know your People

As we switch our focus from survival to recovery and growth, people strategies need to align more closely with the business strategy and goals - central to this will be data insight. Make sure you really understand your workforce demographic, what really engages and motivates your staff, and how you can future-proof your workforce. Consider staff forums, employee surveys, and regular light touch 121s.



Consider Diversity and Inclusion

According to [Ideal](#), 70% of companies believe they are effective at attracting and retaining diverse employees, yet only 11% actually understand what it is.

It's important to show commitment and passion when it comes to D&I, and more importantly, it needs to fit with your brand and your people. Rather than searching for solutions as your starting point, speak openly and honestly with your people before acting, and work together to build on your inclusion initiatives.

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Multi-generational workforces

With the average life expectancy of people increasing, and due to the past 18 months' worth of challenges people have experienced both personally and professionally, we are now seeing a split response from our current workforce. Some people have evaluated their personal circumstances and are choosing to leave work earlier than planned, whilst some are choosing to work well past the typical retirement age.

Both choices create challenges, with the potential for you to lose key knowledge and skills before you have had time to implement succession plans; or it means for the first time, we have the potential for 5 different generations to be in the workplace at the same time, meaning age diversity in the current workforce has the potential to be the widest ever!

One of the big questions right now is how you manage the multi-generational workforce. The bigger question is whether this is the right mindset and if they really need managing from an age perspective?

Revamp your perks and benefits

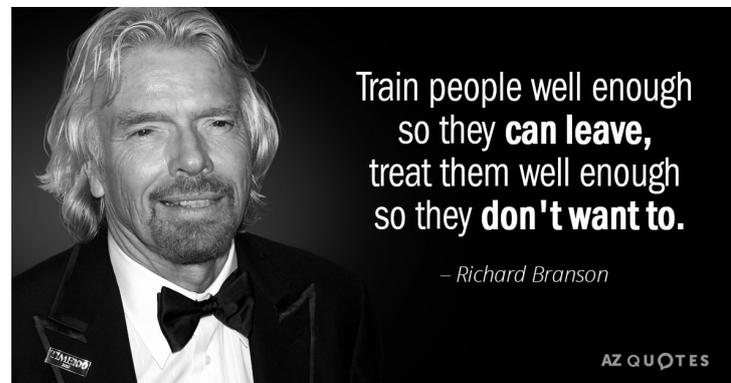
Work-life balance really sums up the theme here. People want to be valued as a team member and to be respected as a person who has a life outside of work. They want discounts or subsidies on the personal things they're doing outside of work, they want to travel more often and head into the office less often, and they want recognition for their hard work even if they work from home!

Benefits plans don't need to be expensive – a few hundred pounds a month can provide an NHS Top-Up Plan with access to a GP and other support services which from a practical point of view is a win-win, and can lower sickness rates too.

We partner with WPA for ours – contact sally.harvey@hcp-plc.org.uk for more information.

On top of this, we are seeing not only candidates with increased expectations on what makes a company a great place to work but employees too!

With this in mind, we believe it is business-critical to not only be thinking about your customer experience but (more importantly) if you aren't already, a priority for early 2022 should be reviewing your People Strategies and focusing on your employee experience!



Make sure you also pay attention to:

1. NI Contributions increase from April 2022
2. Increases in national minimum and living wage from April 2022
3. Reforms to:
 - Flexible working rights
 - Entitlement to carers leave
 - Extended redundancy protection for workers on maternity, adoption, and shared parental leave
 - The right for casual workers to request a more predictable working pattern after 26 weeks of service and compensation for last-minute shift cancellations
 - Extensions of the amount of time needed to break a period of continuous service from one week to four weeks
 - The requirement for organisations to publish their modern slavery statements on a government registry

SME Funding Update 2022

Below are the latest funding schemes available from East Riding, Hull, and North East Lincolnshire:

ARG Start-Up Grant – This is available to Hull businesses that registered/began trading after 11th March 2020.

Most start-ups will receive a grant of around £2000. Grants of between £2001-£5000 may be available to businesses with higher eligible costs and that create additional jobs. The scheme closes to new expressions of interest on **Friday 14th January 2022**.

<https://www.hull.gov.uk/business/business-grants-and-funding/additional-restrictions-start-grant>

The grants for North Lincolnshire businesses can be found here [COVID-19 Recovery Support Programme | Invest in North Lincolnshire](#) - new grants are due to be launched in the next few weeks but these will only be available **until March 2022**.

East Riding, Hull, and North Lincolnshire based businesses can also access the SME's - Grow my SME Business Growth support which can be found here: [Grant funding for small businesses in the Humber | Business Growth \(growmysme.co.uk\)](#)

There is also ICT for growth support [ICT for Growth - Humber Business Growth Hub \(growmysme.co.uk\)](#) and finance for growth support [Grant funding | Finance for Growth in Humber | Business investments \(growmysme.co.uk\)](#)

For other funding opportunities, it may also be worth contacting E-Factor for Northeast Lincolnshire and check out local authority websites and local LEP websites.

Apprenticeship Funding

Don't forget for employees you can also access the "golden hello" incentives for hiring new apprentices in addition to 95% - 100% funding for the training itself (up to and including Masters Level). Businesses can apply for a new payment of £3,000 for each apprentice they take on as a new employee between 1 October and 31 January 2022, once applications open in January 2022. Businesses that employ 16 to 18-year-old apprentices also receive a £1,000 incentive from the Government for doing so. This usually goes to offsetting the apprentices' wage.

This applies to employees who started after 1 April 2021, with no limit on how many apprentices a particular employer can take on. More information here:

<https://www.gov.uk/guidance/incentive-payments-for-hiring-a-new-apprentice>.

We've supported several SMEs to design their own internal development programs using apprentice funding to attract experienced, talented and skilled new employees as well as upskill their existing workforce to support retention.



For more information on any of the above, please book a **chat** with one of our experienced team:

<https://calendly.com/katevds/hr-healthcheck>

SUPPORTING RSPCA HULL & EAST RIDING THIS CHRISTMAS

Humber HR People has been busy during November collecting lots of donations of pet food, toys, and household items/clothing donations for their local [RSPCA branches in Hull & East Riding](#).

RSPCA Hull & East Riding has been operational on their current site since 1938 helping those animals most in need of their specialist help. Their priority is to take in animals that have suffered cruelty, neglect, or abandonment and have been rescued by RSPCA Inspectors. Their expert team at the animal rescue centre works to rehabilitate those animals to fully recover both mentally and physically.

They also provide education, welfare and veterinary services, and volunteering opportunities to the community.

Well done and thank you to everyone who supported and donated to this fantastic charity.



Humber HR People

We would like to thank all our customers, suppliers, and friends for their continued support and custom during 2021 and wish you all a

*Merry Christmas
and a prosperous
New Year*

Our office opening hours during Christmas:
We will be closed from 5.30pm on 23rd December and reopen at 08.30am on Tuesday 4th January 2022. If you have an urgent ER query please contact your HR Consultant.

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