# Help To Grow, with Loch Associates Employment Rights: Implementation and Risk-Management





# Speakers





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### What will we cover today?



#### **Session Content**

#### **Implementation and Risk Management:**

- Critical policies to update
- Onboarding and probation
- Setting up for success
- Implementing new policies
- Conflict management
- Flexible working
- Financial and operational impact

#### **Conclude: Q&A**



# Critical policies to update



Onboarding Policy	Sickness Absence Policy
Probation Policy	Redundancy Policy
eavement Leave Policy	Anti Bullying and Harassment Policy
aternity Leave Policy	Flexible Working Policy
arental Leave Policy	Varying Terms and Conditions Policy



# Getting Ahead



#### **Update Onboarding and Probation Policy**

- What is changing
- What needs updating
- What is pending
- What should be in the policy



# **Probation Policy**



#### Zoom Poll:

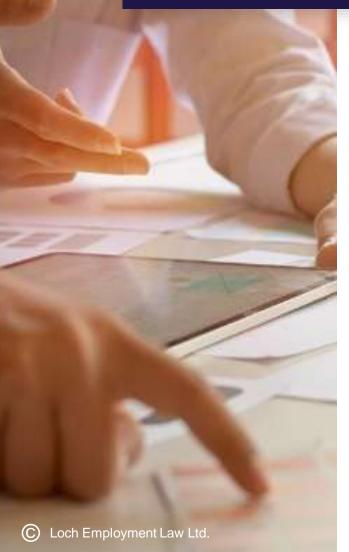
Do you have a probation policy?

Yes

No



# A Deeper Dive



#### **Setting up for success**

- A well-managed probation period
- A proactive approach
- Timely and structured feedback
- Vision and strategy
- Objectives and KPIs
- People Plan



# Vision and Strategy



### Zoom Poll:

Do you have a clearly defined vision and strategy?

Yes

No



# **Implementing Policies**



### Getting it right

- Understanding your organisation's needs
- Align policies with core values
- Ensure legal compliance
- Be clear and concise
- Include flexibility
- Communicate effectively
- Provide training and resources
- Regularly review and update
- Get leadership buy-in
- Create a feedback loop



### Conflict Management



### **Conflict mitigation**

- Establish clear communication channels
- Set transparent performance expectations
- Clarify role and responsibilities
- Check-in
- Address conflict promptly
- Training and development
- Conflict policy and other tools



## Flexible Working



### Zoom Poll:

How many people in your organisation work flexibly?

Less than 50% More than 50%



# Rethinking Flexible Working and Equality



#### Creating a balanced and productive workforce

- What is flexible working
- Current legislation
- What is pending
- 8 reasons to refuse
- Being open minded
- Happy employees
- Bringing your whole self to work



# Financial and Operational Impact



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Financial

**Negative impact:** More rights = more cost expense **Positive impact:** Embracing change = enhanced business growth

#### Operational

**Negative impact:** More rights = more time expense **Positive impact:** Embracing change = enhanced business productivity



# Conclusion





# An Opportunity?



#### **Employment Rights Bill:**

- Considerable Changes
- Significant Challenges
- But, also an opportunity!

### Next week's session

#### Key Take Aways:

- Embedding people-first principles into your overarching business strategy.
- Leadership strategies that inspire and motivate your team to thrive.
- Elevating performance management to drive individual and collective success.



# Q&A



#### Ask Us Anything!



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### HR

Working with businesses on their day to day employee management and strategic HR support



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Helping businesses to look after the physical and mental health and safety of their employees with Training and development solutions suited to everyone



#### Mediation

Our mediators help resolve conflicts in the workplace and avoid the risk of costly exits and litigation

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# Thank you!



# LOCH

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People are our business

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