

NEWSLETTER

December 2009

Our December e-newsletter is again packed with useful information from how to manage employees during a sale/purchase of a business, to dealing with holiday entitlement whilst the employee is off sick. We also have an article regarding pensions, and our final gem for this month is an advice article for if you are thinking of using an HR Consultant, but don't know how to!

We provide Annual Advice Contracts. Advice provided by our qualified Consultants is confirmed in writing, and we'll even draft the letters to your employees as part of the package. If you have a difficult employment situation to deal with we can help you through it step by step. If you would like to know more about our Annual Advice Contracts, call us on 0115 9728708 or [email us here](#).

Transfer of Undertakings (Protection of Employment) Regulations

The Transfer of Undertakings (Protection of Employment) Regulations (TUPE) protects employees' terms and conditions of employment when a business is transferred from one owner to another. Employees of the previous owner when the business changes hands automatically become employees of the new employer on the same terms and conditions. It's as if their employment contracts had originally been made with the new employer. Their continuity of service and any other rights are all preserved. Both old and new employers are required to inform and consult employees affected directly or indirectly by the transfer. Our [TUPE Article](#) provides more details information to help you to understand Employment Rights, Consultation, Refusing to Transfer, Exceptions, Consequences. For further information or Advice on TUPE please contact the team at [HR Response](#).

Holiday during Sick Leave?

Last month we discussed what happens when an employee falls ill during their holiday leave. This month we have the reverse situation. Would you know what to do about holiday entitlement when a member of staff is on long term absence? A common thought might be to pay the holiday in lieu of it actually being taken. However, if you do this with the statutory holiday entitlement (the first 28 days) you are in breach of the Working Time Regulations. Our article clearly sets out your options, highlighting the best course of action for you. [Read more...](#)

Pensions

Paul Buckley of AHF Wealth Management has kindly written us an article regarding the pension changes that will happen, and affect all employers, in 2012. After speaking with Paul I'm convinced it's certainly worth acting sooner rather than later! [Read more...](#)



Outsourcing HR

Have you been thinking about using an HR Consultant either on a retainer, project, or ad-hoc basis? More and more businesses are using this option as it is proving more cost effective. For information on how to choose the right Consultant for your business [read more...](#)

Join us at a Business Networking event on Monday 7th December; this evening's event will also be raising funds for Help the Hero's. For more information go to www.routes2business.co.uk

And Finally...

The team at HR Response would like to take this opportunity to wish you all a very Merry Christmas and a prosperous New Year.

We look forward to being your HR partner in 2010

NB: For every new client referred to us that results in business worth £200 or more, the referrer will receive £50 in shopping vouchers.