



# Solutions

Monthly Newsletter | **March 2023**



## Hot Topics

### Could part time workers be the answer to skills shortages and challenges with recruitment?

The demand for part-time working has evolved with individuals wanting to have better work-life balance, or an increased need to find employment in multiple places. Traditionally part time work has been in low-paying sectors so it has proven difficult for individuals to find a well paid role that is advertised as part time. In recent years there has been considerable changes to ways of working, hybrid home working for example, yet has there been a consideration to making more roles part time to continue to manage workloads? Identifying positions that could be part time should now be a consideration when reviewing agile working.

New research from [Cranfield University School of Management](#) suggests that there is an opportunity to fix things. Employers and ways of working have changed since we saw the introduction of the flexible furlough scheme during the pandemic, meaning that businesses learnt how to manage workloads in line with available working hours, or to deal with gaps in staff availability. Hybrid and Agile working also improved as a result of the Pandemic, enabling businesses to determine whether a role could be hybrid, and therefore an opportunity to review flexibility around working hours and expectations on workloads.

Continuing this role design and reviewing whether a role could be part-time could open up more opportunity to attract new staff, and give you the edge over your competitors. Actively promoting any form of flexibility whether this be hybrid working, flexible hours, core hours, or part-time working could make all the difference.

The findings from Cranfield identify that it could also achieve greater diversity within the workforce whilst promoting employee wellbeing and responding to labour shortages.

### How else could you attract new and develop existing talent?

Whilst considering the design of your team structures and working hours you may also want to consider the benefits you have in place and how you can help support your workforce to be happy and healthy. Do you have a benefits package that supports health and wellbeing? Initiatives such as introducing free fruit for your team and a quiet space for reflection can be cost efficient when considering the impact to the teams health. If you are considering reviewing roles and how these might be designed, we could support with how you might manage part time working more effectively, holiday calculations and the wellbeing benefits.

### 2023 Bank Holidays

On 8 May 2023 the country is due to celebrate the King's coronation with an additional bank holiday. It would be advisable for you to review your employment contracts to determine whether you are obligated to give this day as a days leave. You may also wish to consider how you have dealt with the two additional bank holidays in 2022 to help understand whether there is a custom and practice in place.

If you would like support on reviewing your terms, or guidance on how to manage this we could support you.

***HR Solutions can provide expert advice to you on any aspect of Employment Law and assist with any employee issue you may have.***

In order to continue to raise awareness and promote HR Solutions, please see below some examples of the work that we have done recently.

**Office**

**Type of work**

Maidstone

Ongoing support with potential redundancy and TUPE consultation

Birmingham

Support with ACAS to resolve an employee issue via mediation rather than at Tribunal

London

Review of Contract of Employment and provision of a Bonus Letter, Offer Letter and Privacy Notice.

Maidenhead

Provision of Performance Management Policy and advice in relation to absence and performance

If you require HR support, please contact us at [HRsolutions@mhllp.co.uk](mailto:HRsolutions@mhllp.co.uk) to discuss how we could assist you.

We can provide support on an hourly, fixed-fee or retainer basis so there are a number of options available for you according to your needs; as you can see from the above examples, we can assist with a large project or a one-off piece of advice



[HRsolutions@mhllp.co.uk](mailto:HRsolutions@mhllp.co.uk)

**Now, for tomorrow**