

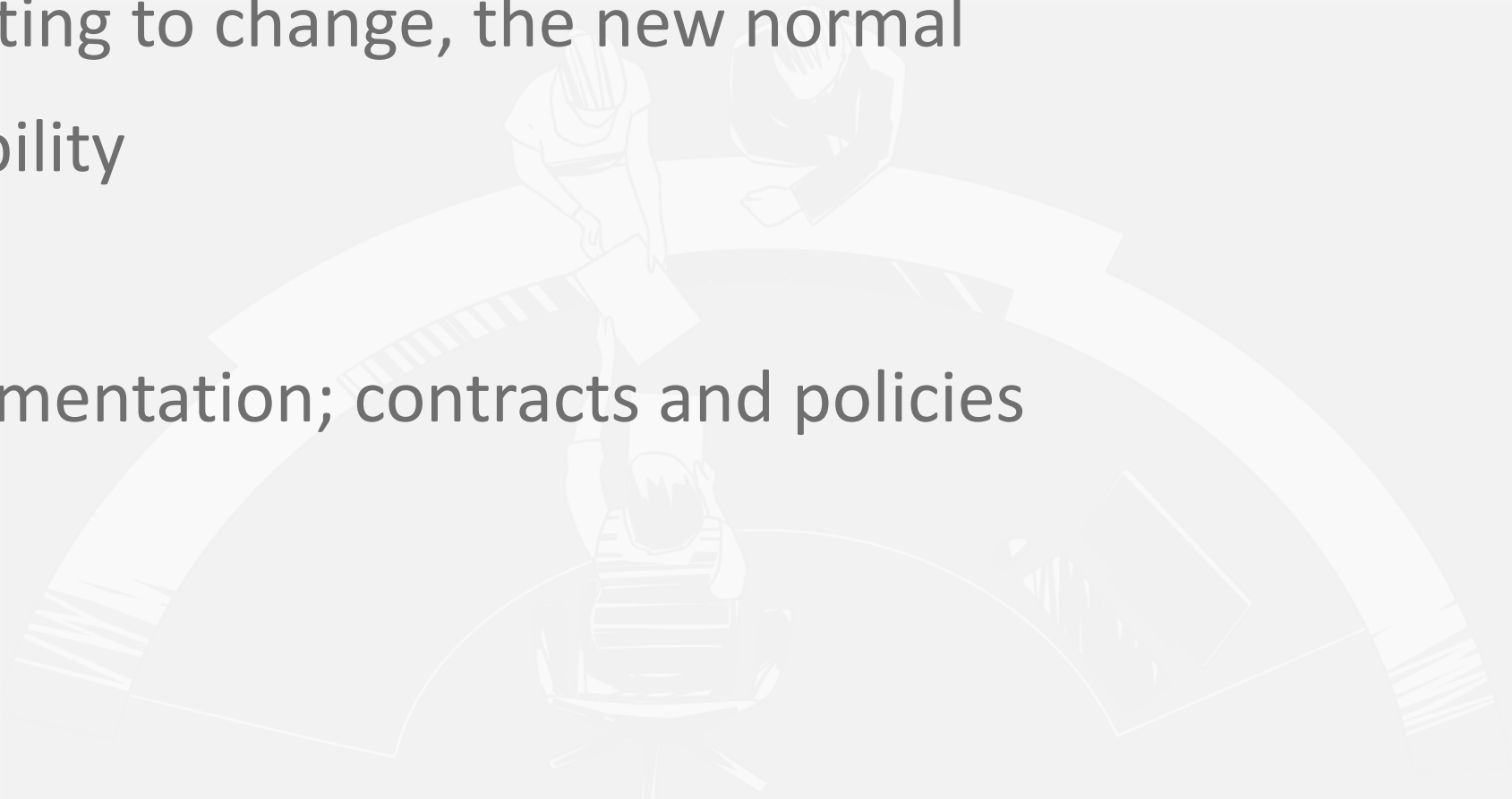


# Employment – looking beyond 2020

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# Agenda

- Adapting to change, the new normal
- Flexibility
- IR35
- Documentation; contracts and policies



# Adapting to change; the new normal

- Have we got a choice?
- Opportunity
  - Efficiency
  - Cost saving
  - Expansion



# Flexibility

- Pre-Covid 19 there was an increasing pressure to adopt flexibility as the norm
- A factor likely to feature in all elements of business planning but particularly with regard to staff
- Two way flexibility - benefits for each side
- Resilience built-in

# Flexibility – things to consider

- Recruitment/onboarding/training
- Flexible working
- Homeworking – hybrid approach, equipment
- Supervision – measuring output, monitoring
- Mental health – contact, support,

# IR35

- Changes due to be implemented in April 2021 having been postponed from April 2020
- Tackling the changes (if you didn't do so before)
- Use of contractors due to Covid 19 – increase?

# Other changes in 2021

- Very limited schedule of updates or changes to legislation:
  - Acas Early conciliation extended (from December 2020)
  - IR35 (April 2021)
  - Brexit related changes?

# Documentation

- Contracts and policies
- Review and update
- Take advice – we can help with reviews, suggesting amendments and implementation of changes



# Any questions



# Contact Details



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