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# Harnessing changes in employment law as business tools for success

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# Vision 2035



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# Change is coming...

*“By 2025 there will be approximately 4,500 new people employed in roles that don’t currently exist.”*



## OPITO & RGU Skills Landscape 2019-2025 Report



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# Employment law changes...

Equality Act

Gender Pay Gap reporting

Working Time

Whistleblowing

National Minimum Wage

Flexible working

and more...

...reflect and drive changes in society  
and the workplace



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# Now the dial is shifting again...

Ethics & Behaviour

Transparency & Pay

Flexibility

Employment status and IR35

Skills Shortage and Immigration

## How to use change for the benefit of your business?



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# Employment law as business tools...

Flexibility

Transparency

Ethics and  
behaviour

...for success!



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# Flexible and agile working

- All employees have the legal right to request flexible working
- Regus found 70% of managers reported an increase in productivity after a shift to flexi-working
- Can you do more?



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# Back to the drawing board?



Is it time to redesign your resourcing models to attract and retain?



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# Transparency and Pay

GDPR – a key principle

Gender & Ethnicity Pay Gaps

Corporate Governance

Skills Shortage and Immigration

Family Friendly Policies

Remember the business benefits...



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# Ethics and Behaviour

Diversity and Inclusion

#MeToo

Whistleblowing

Modern Slavery

Mental Health Awareness

Do the right thing!



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# Actions..

- Get buy in from the top – sell the benefits!
- Create a culture where change is embraced
- Be proactive not reactive
- Build a strategy
- Act
- Review



# Get in touch



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