

27 March 2023

Weekly Blog

By Emma Tice



HOLIDAY

(SUNG IN A MADONNA FASHION)

Well, its Monday again...what is more we are almost finished March...how did that happen? Today is a good day to be alive though, because those grey clouds have gone away today and left the sun shining and the birds singing....although my horses' fields are still a quagmire!

There I am rambling again.....it is our first blog – woohoo and I have the pleasure of writing it for you. Our blog will be a regular gig now and you will be able to hear from all of our superhero team on what they have been up to both inside and outside of work – you will really get to know us a bit better. And we are all HUGE geeks (which is why we are good at our jobs) so we will inevitably pop in a few useful “nuggets” of information too for you....

Today I am musing all things holiday related. Is it because it's sunny? Is it because it's fast approaching Easter when we all start to think about holidays? Or is it because I am a secret geek and love a bit of holiday chat. Maybe all three?

For those of you who know me, you will know that holidays and holiday pay is in my top 3 employment law topics of all time, only succeeded by TUPE and employment status...yes, I really am THAT exciting! The main reason is the King's Coronation in May. You will all know by now that we have been given an additional bank holiday for it on 8 May 2023. Woohoo – another day off I hear your employees shout....well it may not be as simple as that. Given the numerous extraordinary bank holidays that we have had over recent years, you may well already know how to deal with an additional bank holiday and your employees' entitlements....well it doesn't hurt to brush up. In short, the answer lies in their contract of employment.

If their contract is more wishy washy and says something like “bank holidays” or references any “statutory bank holidays” then you are stuck with it and whether you like it or not, your employees get an extra day's holiday this year – simples!

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If their contract entitles them to “the normal bank holidays” or “the usual bank holidays” or “8 bank holidays” then you do NOT automatically need to let your employees have this additional day off. But is it that simple? Technically – yes. In reality – I very much doubt it. Don’t forget about staff morale...what does it say about you as an employer? What did you do for the previous extraordinary bank holidays (such as our late Queen’s coronation or funeral) – have you set a precedent? It all depends on how you have dealt with it....and there my friends is my lesson for today. Almost everything that we deal with in employment law and HR is about the HOW, not just the what...that is what makes HR one of the toughest jobs out there – we are actually dealing with people, day in, day out, people and all their quirks and curiosities....you will never please everyone, but we can flippin’ try right?

This is what shapes our approach at Precept. We really do set ourselves above everyone else. Not just because we are the only lawyers that you will see around willing to dress up as superheroes...but also because we really want to get under the skin of your business; get to know you and your people, and that is the magic formula that makes us the best at what we do. We are in it with you, and we will work by your side to get the very best outcome for you and the business. By taking that personal approach, it not only makes working with us enjoyable, but it means that you get the very most from our relationship...and we all love a bit of good value for money don’t we?

I said you would get to know a bit more about us as people and my one interesting fact to leave you with today is that I am a HUGE Strong Man fan.....and I once met Eddie “the Beast” Hall as well as taking my youngest to watch him beat the World deadlift record in April 2017, when she was only 6 weeks old!

On that note...I must get back to it....a word of warning ... ET claims are on the rise again – I mean, I love them, but I know they are not good news for your business! If you are lucky enough never to have experienced one, why not join us for our Virtual Mock ET on 19 April 2023....spoiler alert – it is flippin’ hilarious, as well as informative!