

Is your HR ready for 2020?

The BPIF Human Resources Healthcheck is a quick, easy review of your current processes that gives you a clear work-to list of priority actions to improve your compliance where any HR gaps have been identified. Are you confident that you could score 100% in the healthcheck? How confident are you that your HR legal compliance is up to scratch? Are you ready for the employment law changes coming into effect in 2020?

To help you assess your HR function, please review the HR checklist below. If you answer “no” to any of the questions, please give consideration to the HR compliance within your business and get in touch with your regional HR advisor today to arrange a *FREE HR Healthcheck.

**FREE HR Healthcheck is only free to BPIF Platinum members. If you would like to upgrade to Platinum to access a Healthcheck, please contact your Regional Director, by visiting www.britishprint.com/contact*

	Question	Yes	No
1	Have all your European Economic Area (EEA) workers have obtained settled or pre-settled status to enable them to stay at the end of the Brexit transition period of 31 st December 2020?		
2	Have you carried out an audit of your workforce to consider where there may be staffing issues if you currently rely on EEA nationals?		
3	Have you reviewed your current workforce; including agency workers, to ensure compliance with IR35?		
4	Will you be compliant with national minimum wage rate increases, effective April 2020?		
5	Are you ready for the increases to other statutory rates, such as statutory maternity, adoption and sick pay?		
6	Have you amended your policies in your employee handbook to include parental bereavement leave and pay?		
7	Have you published your executive pay ratio report (UK-listed businesses with more than 250 employees)?		
8	Are you compliant with the new rules on written statements of particulars?		
9	Have you changed how you calculate holiday pay for workers with irregular hours?		
10	Are you aware of the forthcoming changes to employment law announced in the Queen’s speech?		