

Welcome to Stephensons' quarterly employment newsletter where you can find the latest employment law news for HR professionals and business owners to ensure you are up-to-date and compliant with the law.

This issue includes:

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If you require further information about any of our employment and HR services please visit [our website](#), [email us](#) or call **0333 344 4771**.



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## Avoid the unintended office Christmas party aftermath



With Christmas party season already in full swing no doubt you and your employee's are looking forward to getting dressed up and having a few drinks together away from the office. Now might be a good time to remind them of what behaviour is expected at such occasions and what circumstances are deemed to be an extension of the workplace to avoid facing claims against you in an employment tribunal.

[Read more](#)

## Snow days - employee's rights and your responsibilities as an employer

As the cold weather draws in it is likely that both you and your employees start to worry about how adverse weather conditions might affect them coming into work. Employees often worry that they may lose pay or even their job if they cannot get to work due to the weather while you may be concerned about the productivity of a reduced workforce. It is important that you act fairly in order to avoid claims being made against you.



[Read more](#)

## Join us for a workplace discrimination and wellbeing seminar



We would like to invite you to a specialist seminar on January 23rd 2019 which will explore what discrimination is and how it can affect the workplace and your business generally through potential claims from clients or the wider public, how to deal with sickness and absence management and how to ensure a positive environment for your staff.

During the event we will hear from legal, HR and business experts and there will be a variety of presentations which will advise you on how to avoid costly mistakes and experience less sick days and absenteeism, making your workforce more productive and business more profitable.

This event is free to attend and will run from 8:30am -10:00am with registration open from 8:00am at The University of Bolton Stadium, Burnden Way, Horwich, BL6 6JW.

[Read more about this event](#)

[Register now](#)

## Are you hiring Christmas temps? Make sure you know their rights!

According to the British Retail Consortium, 36% of retailers have plans to increase staffing over Christmas. If you're an employer looking to hire seasonal workers, it is extremely important that you don't neglect their rights. While it may be the season of goodwill, conflicts between employer and employee at this time of the year are unfortunately not uncommon. However they can be managed, or avoided all together, if you are aware of their rights and your responsibilities as an employer.



[Read more](#)

## Spotting the signs of workplace stress and minimising the risk

Employees are the most valuable asset any business has and so looking after them should be a priority. A happy and healthy workforce is good for business; healthy employees tend to be happier, more productive and take less time off sick. If an employee has voiced that they are feeling stressed it is key that you react with empathy, respond flexibly to their needs and respect confidentiality. There are however some things that you can build into the culture of your organisation to help minimise stress in the workplace.

For mental health awareness week in October we produced two blogs to help employers spot the signs of stress in their employees and help to minimise the risk of stress in the workplace. Read them here:

[Spotting the signs and causes of stress in the workplace](#)

[Minimising the risk of stress in the workplace](#)

## Reintroduction of employment tribunal fees

In 2017 employment tribunal fees were scrapped after it was ruled that the government had acted 'unconstitutionally' by introducing them. Since they were scrapped there has been a 90% increase in the number of claims made by employees against their employers and the Ministry of Justice has confirmed that they are considering bringing the fees back.

[Read more](#)

## Employment tribunal guidance

Employment law solicitors Stephen Woodhouse and Adam Pennington provide guidance on employment tribunals.

Stephen looks at the employment tribunal process from an employees perspective with Adam providing guidance on what an employer may need to consider when faced with a tribunal situation.



If you do find yourself facing an employment tribunal our expert employment law solicitors can help, call us on 0333 344 4771 or [email us](#), including your contact details, and we will get back to you as soon as possible.

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