



JUNE 2015 NEWSLETTER

'Read our regular BLOGS to keep up to
date with current trends'

<http://bit.ly/1bQ0GTj>

Shared Parental Leave & Parental Leave

Shared Parental Leave and Parental Leave – they're the same aren't they? We recently read a LinkedIN debate on this very topic.

The new Shared Parental Leave (ShPL) legislation has caused some confusion – so let's take a look at both and clarify the differences....



Parental Leave (PL): used by eligible employees to spend more time with their children; look at new schools/nurseries etc...

PL is unpaid and since April 2015 is extended to parents of children under 18. Limited to 4 weeks per year/per child (unless you agree otherwise) with time taken in whole weeks.

Employees qualify with >1 years' service and provide 21 days' notice prior to PL start date.

PL applies to the 'child' not the job; therefore it could be an employee may already have used some of their PL with another employer – so it may be an idea to have a process to record this.

Shared Parental Leave (ShPL): Introduced to promote equality between men and women and support a work-life culture by taking up to 50 weeks (less any weeks of maternity/adoption leave) to care for their child irrespective of length of service. Applies to employees whose babies were born/adopted after 5th April 2015

Paid at the same weekly rate as Statutory Maternity/Adoption pay, or 90% of average weekly earnings (before tax), whichever is lower and can only be taken once child has been born/adopted and the mother/or adopter has either; ended Maternity/Adoption leave by returning to work; provided notice of their intention to return to work; ended Maternity/Adoption Pay/Maternity Allowance.

Applications are made in writing and eligibility for both parents is subject to qualification criteria.

Like maternity/adoption leave ShPL offers Shared Parental Leave in Touch (SPLIT) days to attend work for up to 20 days; useful for attending training/team days.



Offering professional and personal
HR Services & Consultancy
Performance, Career & Transition Coaching

Employment Law Update:

Keeping with the 'family friendly' theme, here are some recent changes you may have missed:-

Effective April 5th 2015:

Statutory Shared Parental Leave (ShPP): Statutory rate increased to £139.58 – or 90% of employee's weekly earnings, whichever is lower.

Statutory Maternity & Adoption Pay (SMP and SAP): Statutory rate increased to £139.58. First 6 weeks at 90% of employees average weekly earnings. Remaining weeks at statutory rate, or 90% of employee's weekly earnings if this is lower.

Statutory Paternity Pay (SPP): Statutory rate increased to £139.58 - or 90% of employee's weekly earnings, whichever is lower.

Effective April 6th 2015:

Statutory Adoption Leave no longer has 26 week qualifying period and is brought in line with maternity pay, with 90% of normal earnings for first 6 weeks.

Parental Leave extended to parents of any child under 18 years.

Surrogate Parents eligible for adoption leave and also entitled to take unpaid time off to attend 2 antenatal appointments with the woman carrying the child.

Remember to review your in-house policies and processes to ensure that they are up-to-date and legislatively compliant.



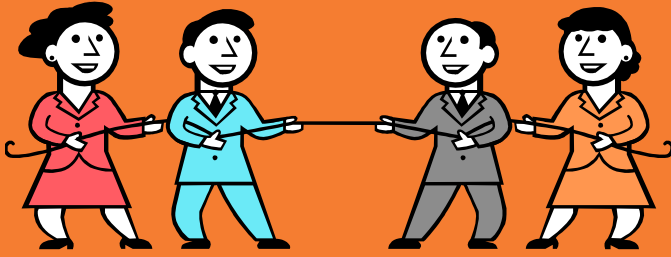
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Workplace Conflict



Why does it happen?

- Misunderstandings
- Personality clashes
- Difference in goals
- Substandard performance
- Lack of co-operation
- Differences over methods to be used
- Competition for limited resources
- Non-compliance with rules and policies

Is there a place for workplace conflict?

Conflict can be positive if...

- Helps to open up discussions
- Results in problems being solved
- Improves communication



Conflict can be negative when...

- Diverts people from dealing with really important issues
- Creates feelings of dissatisfaction or disengagement
- Leads to individuals/groups becoming insular and un-cooperative



Managing Conflict in your Workplace

- Make time to get to know your team
- Set expectations and clear objectives
- Recognise everyone's contribution
- Encourage openness
- Be open, clear and honest with yourself and others
- Respect other people and their differences
- Active listening – what are people **really** saying?

A lot of our work comes from Managers not having or avoiding having these difficult conversations...no they're not easy! Talking often helps so call us today – together we can make a difference.

The success of this newsletter relies on feedback from you - spend a moment to tell us what topics you would like to see covered in 2015!

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Together we can make a difference”

Health & Well-being Events



Skydive for Charity 'The Rainbow Trust'

Fancy a tandem skydive for free – freefalling at 125mph from 10,000 feet?

You do? Seriously???? Then read on...

Pay £70 to register and then raise over £395 and this will cover the cost of your skydive and the remainder goes to the Rainbow Trust to help fund Family Support Workers who provide vital support to families with seriously ill children.



For more information visit:
<http://rainbowtrust.org.uk/events/skydive-for-charity>

Good luck & remember to send us your photo's!!

The sun is shining, schools will soon be breaking for the summer – fancy some family fun time together? For idea's including cycling, races, volleyball and much more including sponsoring various charities visit:
www.timeoutdoors.com.

Seasonal Food:

Apricot, Cherry, Nectarine, Raspberry, rocket, Fennel, Runner Beans, Sardine, Crab, Lamb



July Events:

- Age UK: Essex Castle Bike Ride - 25/07
- Alzheimer's Society: 3 Peaks Challenge - 25/07
- Breast Cancer: London-Cambridge Bike Ride 26/07
- Sickle Cell Awareness Month – 1st – 30th
- Samaritans Awareness Day – 24/07
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This newsletter and articles are for general informational and educational guidance purposes only and should not be regarded as a substitute for taking legal advice.

BREAKTHROUGH 2 PERFORMANCE
Together we can make a difference