



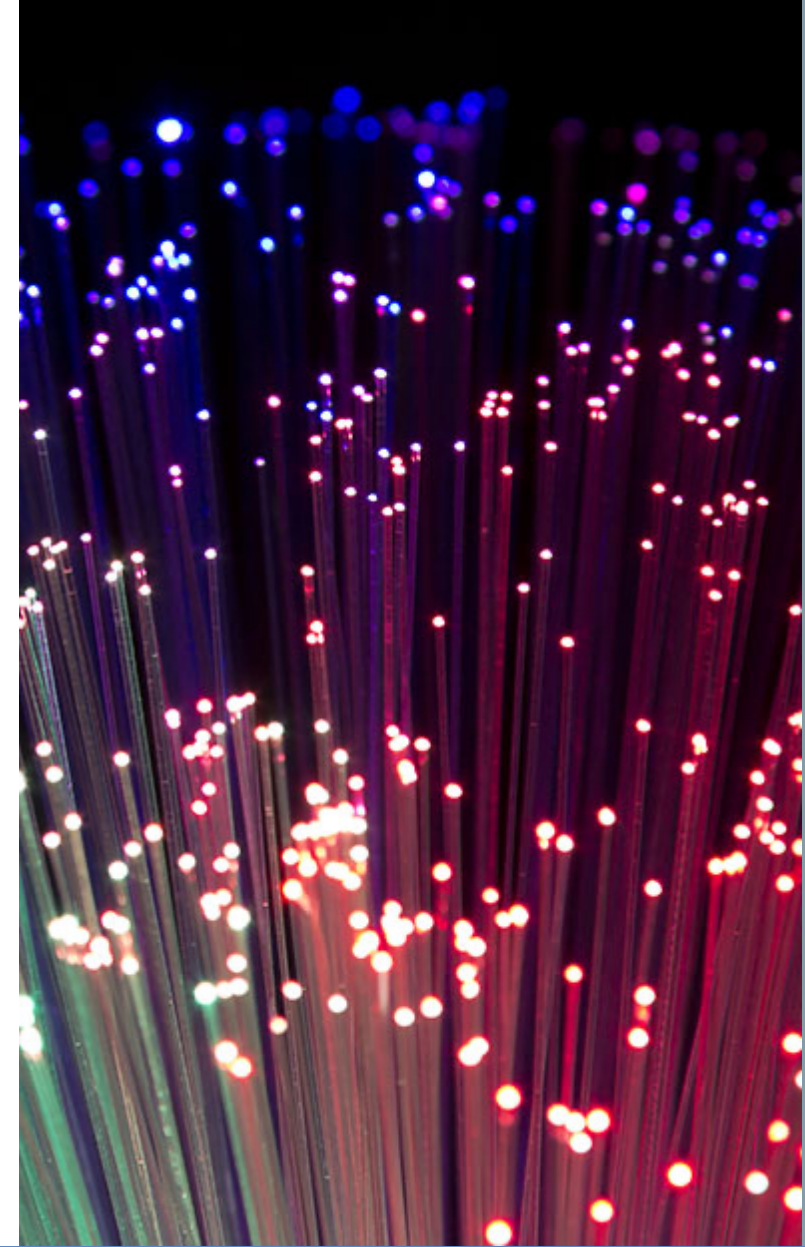
Employer of the Future – the role of People Leaders

^{G1}
G15 conference

^{G155} 29 February 2024

Agenda

- New law in 24
- What we might see
- Culture wars



What's on the horizon?

Themes and trends



New law in 24 ...

Holiday and Right to Work penalties

New Family Friendly protections

New Duty to Prevent Sexual Harassment

New Right to request Predictable Working Pattern

Use of Agency Workers to cover industrial action

Dismissal and re-engagement Code of Practice

ET fees?



... and new Government?

Labour's plans

- Union engagement and collective negotiation
- Higher wages
- Day one rights
- Expanding equality



Employer of the Future – trends ahead

Agility and flexibility

Recruitment and retention and skills shortages

Rise of Trade Unions

Tech and AI

Effect of reductions in LG spending

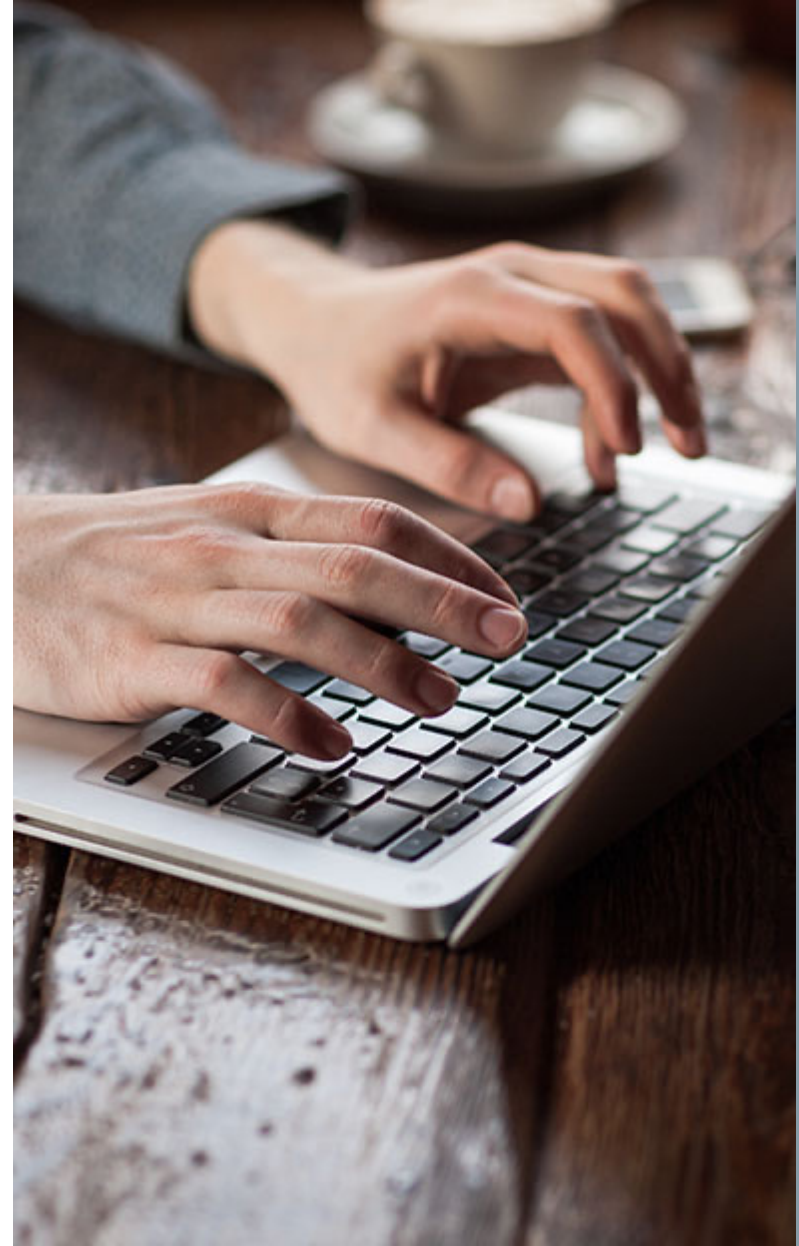


Pressure to be flexible

Research by PayFit

- 50% would reject a 15% pay increase if it meant forfeiting workplace flexibility
- 83% felt their employer's flexible working policies needed to improved.
- 34% felt uncomfortable requesting flexibility
- 14% felt undertaking flexible working hindered their progression

Extension to statutory right to request flexible working/ for flexible working



Other trends

Rise of pressure from trade unions

- Costs still increasing
- Recruitment and retention still no. 1 issue for most employers
- Industrial relations disputes across sectors
- Contentious negotiations – all about the pay
- Will increase if there is a change of government

Low workforce resilience

- Recovery from lockdown
- Financial pressure
- Rise in mental health absence and disability discrimination claims



Tech and AI – use by employers

Recruitment and hiring

Employee onboarding

Performance management and productivity

Managing remote work

Retention

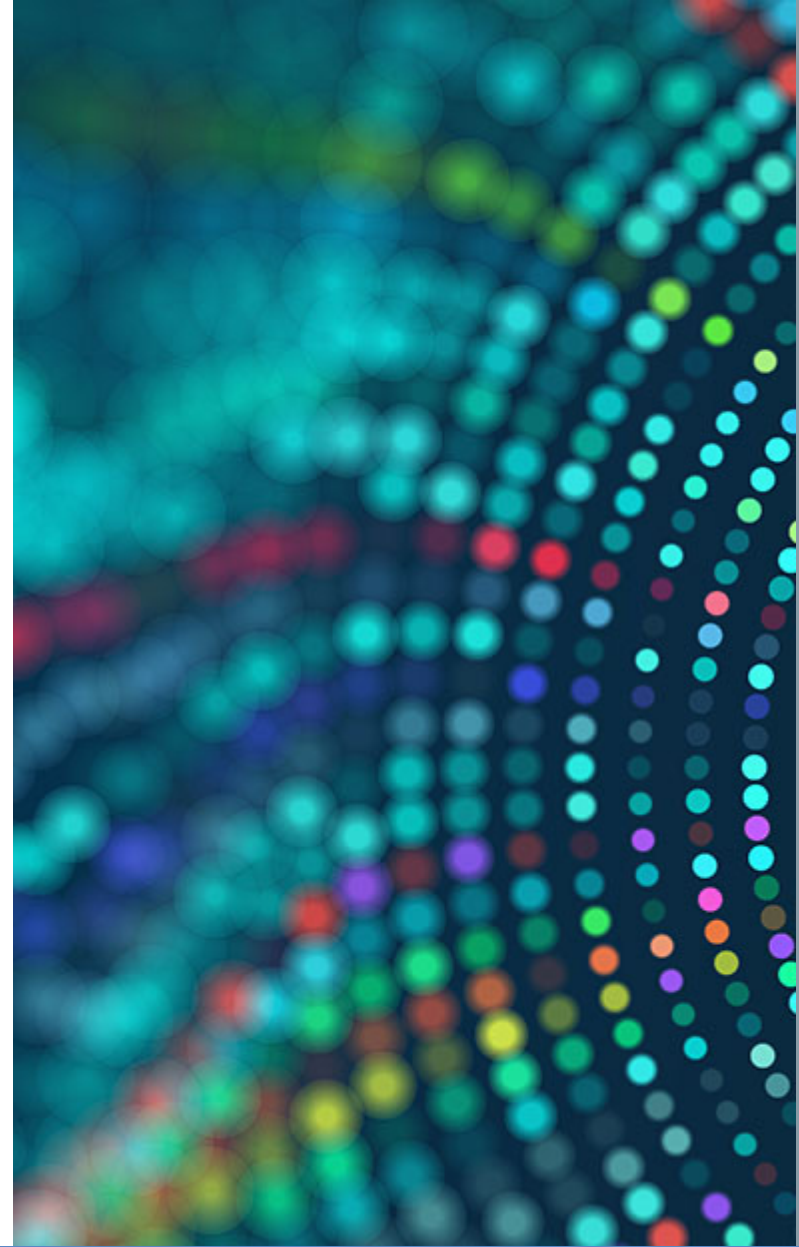
Automation

People data and analytics

Contextualised recruitment

Identifying talent pipeline

Relational analytics



Arrival of Gen Z

New expectations

- Values driven culture
- Fully leverage technology
- Transparency
- Community and connection
- Choice of work time and location

BUT

- Impact of lockdown
- Ability to interact and integrate
- Mental health support
- Impatient to progress

Contact

Emma Burrows

Partner

07966 487742

Eburrows@trowers.com



Follow us and join our online discussion

