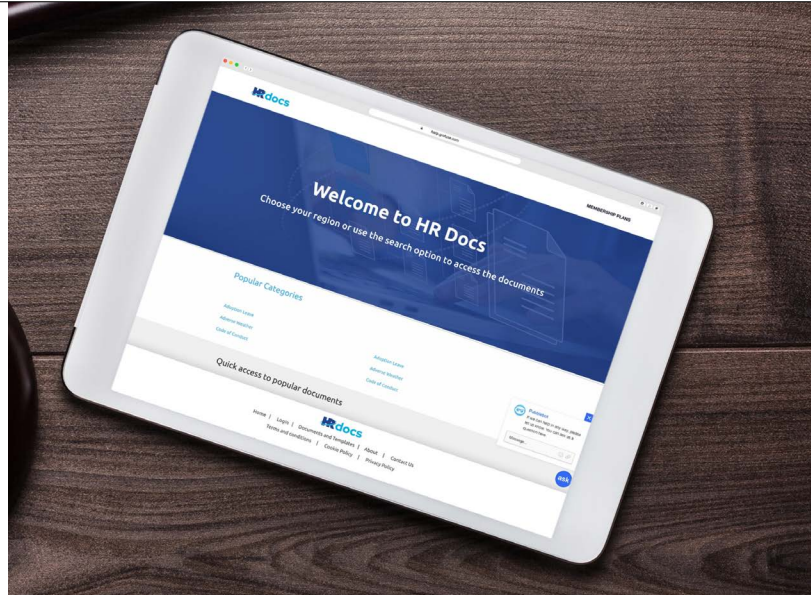


SEE INSIDE
PAID PARENTAL LEAVE AND BENEFITS HAVE BEEN EXTENDED TO SEVEN WEEKS
PAGE 2

HRdocs

RIPPING UP THE SCRIPT ON TIME-CONSUMING HR COMPLIANCE



HR Docs is your solution to HR compliance, at a click. Access a complete online library of HR template documents created by employment law experts - anytime and anywhere.

HR Docs gives you instant access to a full suite of customisable HR documents, including:

- > Letters
- > Scripts
- > HR Forms
- > Policies
- > Contracts
- > Clauses
- > How To Guides

[Try For Free](#) - Register for free to download your first template HR document.

What Do You Get?

- 1000's of essential HR documents
- Fully customisable templates
- Expertly compiled documents from employment law experts
- Single jurisdiction and multi-jurisdiction packages

Features And Benefits

Access all of the legally required documentation to ensure compliance with employment law in Ireland, Northern Ireland and Great Britain, without any added investment in outsourced HR expertise.

Instant access to our full library of legally-watertight templates means your HR team can cost-effectively and compliantly handle any employee issues that may arise in your organisation.

- > Easy Subscription
- > Simple Navigation
- > Docs Crafted by HR Experts
- > Cost-Effective HR Expertise
- > Instant access to Full Library
- > Assured Legal Compliance
- > Always Up To Date
- > Tribunal Risk Minimised
- > Best Practice Guaranteed
- > Fast & Efficient HR Processes

| Try For Free | Single Region (NI/GB or ROI) | Two Regions | Enterprise |
|--------------|------------------------------|-------------------------------|---|
| Free | 6 Months £99 Monthly | 6 Months £149 Monthly | Multi-User Pricing Talk To Us Today. |
| | 12 Months £83 Monthly | 12 Months £125 Monthly | |
| | 24 Months £75 Monthly | 24 Months £112 Monthly | |
| 1 User | 1 User | 1 user | Call for Bespoke Package |
| 1 Document | Unlimited Downloads | Unlimited Downloads | |

EMPLOYERS CONSIDER REDUCING PAY FOR REMOTE WORKERS

Paid parental leave has been increased from five to seven weeks in the Republic of Ireland.

Parent's Leave and Benefit is available to anyone with a child under two years of age, or who has adopted a child within the last two years.

Since July 1, 2022, each parent can avail of up to seven weeks of leave with financial support from the State in the

Republic of Ireland.

This applies to both parents.

The take-up of Parents Leave and Benefit has tripled since 2020. In 2021, 51,400 parents were supported, compared to just 16,700 in 2020. Since the start of this year, the total number of applications has reached over 28,000.

There are also plans to further extend the scheme to nine weeks, in line with the Work-Life Balance Directive.

Parent's Benefit is paid at a rate of €250 a week - the same rate as Maternity, Paternity and Adoptive benefits. Seven weeks' payment would represent a total benefit of €1,750 per parent.



BREDA'S EMPLOYMENT LAW TIPS



TOP INTERVIEW TIPS FOR IMMEDIATE RESULTS

Overprepare in advance. Most interviewers spend less than ten minutes preparing for each interview – push this up to 15/20 mins to clearly define your desired outcome.

Open with a pitch about you, your team, and your business – warm up the candidate rather than directly asking them to tell you about themselves.

Appeal to the candidate, perhaps by highlighting wins, clients and problems they can fix. Start planting seeds for results, outcomes, and deliverables. Encourage the candidate to start thinking and talking about what they will be doing so they leave the interview visualising and evoking emotion.

Ask the candidate the following question: "On a scale of 1-10, how much do you want to work with us?"

POLICIES AND PROCEDURES

It is not uncommon for employers to have a very detailed staff handbook with 25+ policies and procedures. Human nature dictates that the longer and more detailed a document is, the less likely that the same is read or followed.

It is worth reviewing your policies and procedures and discarding the ones that are outdated and are not followed. You should consider having the following key policies in place:

- > **Disciplinary procedure and rules**
- > **Grievance procedure**
- > **Equal opportunities**
- > **Maternity**
- > **Absence management**
- > **Whistleblowing**
- > **Bribery**
- > **Internet and social media**
- > **Health and safety**
- > **Expenses**





HR AND EMPLOYMENT LAW WEBINAR

How To Integrate Back Into The Workplace

Use coupon code
FreeWebinar for 100% off!

HR Team is delighted to invite you to download our most recent 'how to' webinar - for free.

What employers and managers will learn about in this webinar:

- > Hybrid working
- > Flexi working
- > Policies & Procedures across all jurisdictions
- > Changes over the last two years that can affect your business
- > How to handle the changes effectively

[DOWNLOAD NOW](#)

About the facilitator

Angela Prior is an experienced business development manager with a successful career spanning 20 years, including twelve years in this specific arena.

Cost: 100% off! Use coupon code [FreeWebinar](#)



UPCOMING HR TEAM WEBINARS IN 2022

Tuesday, September 27

Effective Recruitment and Selection

[Register Now](#)

Tuesday, October 25

**How to Manage Social Media in the
Workplace**

[Register Now](#)

Tuesday, November 29

**Using the Probationary Period
Effectively
and Compliantly**

[Register Now](#)

Tuesday, December 13

Measuring Employee Performance

[Register Now](#)

Do you have an employment law question?

Team HR can help business start-ups, SMEs and large multinational organisations. Call to speak to us today on any aspect of employment law or strategic human resource services.

Tel from NI: 028 71 271 882, or from ROI: 01 695 0749.

Alternatively, contact us via email:
hello@hrteamgroup.com



If you require further information, please do not hesitate to contact HR Team.

Republic of Ireland

Level 1,
The Chase,
Sandyford,
Dublin,
D18 Y3X2

Northern Ireland

Hr Team Limited
Catalyst Inc,
Bay Road,
Derry ~ Londonderry
BT48 7TG

www.hrteamservices.com

Tel 01 695 0749
NI/GB +44 (0) 28 71 271 882

hello@hrteamgroup.com