

Horizon planning for **key issues**

Non-compliance with NMW regulations – key risks for recruitment businesses

Julie Moore, employment tax expert, highlights national minimum wage (NMW) risks relevant to the recruitment sector, together with practical steps recruitment businesses can take to reduce their risk of non-compliance with the NMW regulations.

Read [here](#) to find out more about NMW regulation risks

The impact of government proposals to tackle umbrella company non-compliance

David Williams-Richardson, employment solutions expert, highlights key details of proposals to tackle umbrella company non-compliance and what recruitment businesses can do now to prepare.

Read [here](#) to find out more about non-compliance proposals

Important changes to EMI and CSOP share option plan rules

Rules changed from 6 April 2023 regarding enterprise management incentives (EMI), and company share option plans (CSOP). Share options expert, Fiona Bell explains what these changes mean in practice.

Read [here](#) to find out what these changes mean in practice

Add value to your recruitment business through digitalisation

In this video series, Neil Thomas, head of recruitment sector, explores how digital transformation can enhance your business to achieve strategic objectives.

Read [here](#) to enhance your business and watch the video series

UK government announce several employment law changes

New legislation to limit non-compete clauses in employment contracts to three months. The measure, one of three key changes announced to drive innovation and cost savings for employers.

Read [here](#) for more about key changes announced

Government takes steps to protect pregnant employees and returning parents

New legislation announced to protect pregnant employees and those returning from family leave in the event of redundancy. Legal expert, Jennifer Mansoor, explores its impact on employers and how they can prepare.

Read [here](#) to find out more about parental protection

Does your culture represent your organisation's values?

Many companies talk about their culture, claim to invest in their people, and aspire to be a great place to work. But how do business leaders shape culture, to ensure this is a reality, rather than a checkbox activity?

Read [here](#) to find out more about assessing workplace culture

People perspectives – redefining the workforce webinar

Catch up on our webinar highlighting the prevailing trends and strategies in today's dynamic labour market, including recruitment and retention, hybrid working and globalisation, technology and skills and labour market challenges.

Watch [here](#) on demand

Employee fraud – how to create an anti-fraud culture?

Figures obtained by RSM UK under a freedom of information request (FOI) show a 10% rise in reported fraud cases committed by employees against their employers. The data obtained from City of London Police also shows that there was a fivefold increase in total losses stolen through employee fraud.

Read [here](#) to find out more about creating an anti-fraud culture

Six tips for protecting payroll data

Payroll is one of the most important tasks for any business. While it is very important to ensure employees are paid accurately and on time, it's also vital that employees' personal data is managed securely. Some of the information used to pay employees is very personal and highly sensitive.

Read [here](#) to find out more about how to protect your employee data

Could EU pay transparency requirements become mandatory for UK employers?

The European Union (EU) recently passed a pay transparency directive which EU member states must introduce as national law within three years. We examine its key requirements.

Read [here](#) to find out more about EU pay transparency

Economic Crime and Corporate Transparency Bill

The 'failure to prevent' family of offences is set to grow as the Economic Crime and Corporate Transparency Bill ('the Bill') makes its way through the House of Lords. The Bill stipulates that an organisation will be criminally liable if a person associated with the organisation commits fraud.

Read [here](#) to find out more about the legislation

Find out more

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Government takes steps to protect pregnant employees and returning parents

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Six tips for protecting payroll data

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