

# Employment Powerhour

Eight ways to save staff costs without making redundancies

#### Introduction

- Challenging economic climate
- Staff costs
- Limited ways arrangements can be changed
- Reducing numbers won't necessarily solve the problem
- Cost savings without redundancies

#### How to save on staffing costs

- Staff retention
- Maximising the staff you have
- Reviewing terms and conditions
- Other alternatives

# Retaining staff



#### Hybrid and flexible working arrangements

- Offering flexible working is seen as highly attractive to prospective employees
- This is a cost neutral benefit
- Assist with other costs (e.g. maintaining workspaces)



#### Health and wellness initiatives

- Framework in place to support physical and mental health
- Offer counselling and occupational health services
- Guidance for line managers so they can support their teams

#### Diversity and inclusion

- Good employment practices
- Culture
- Flexible working and job design
- Seeking out the best talent









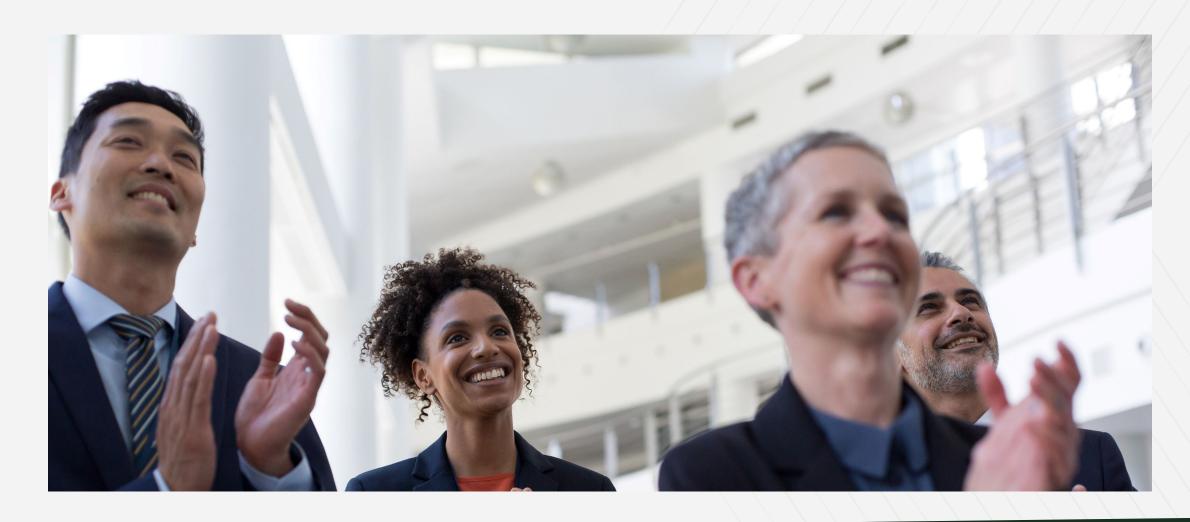
#### Upskilling and apprenticeships

- Succession planning
- Online Apprenticeship Service
- Working with local schools and attending careers fairs

#### Cost neutral benefits

- Not all benefits have to come with a cost to the employer
- Salary sacrifice
  - Childcare Vouchers
  - Pension arrangement
  - Electric car
- Additional holiday

### Maximising the staff you have



### Restrict recruitment/deferring job offers

- Reducing overheads without legal consequences
- Pausing recruitment
- Rescinding job offers or delaying start date
  - Consider notice

## Banning overtime

- Depending on the requirement for overtime, this can be an effective way of reducing the wage bill
- Confirm whether there is a contractual right to overtime



## Reducing agency staff

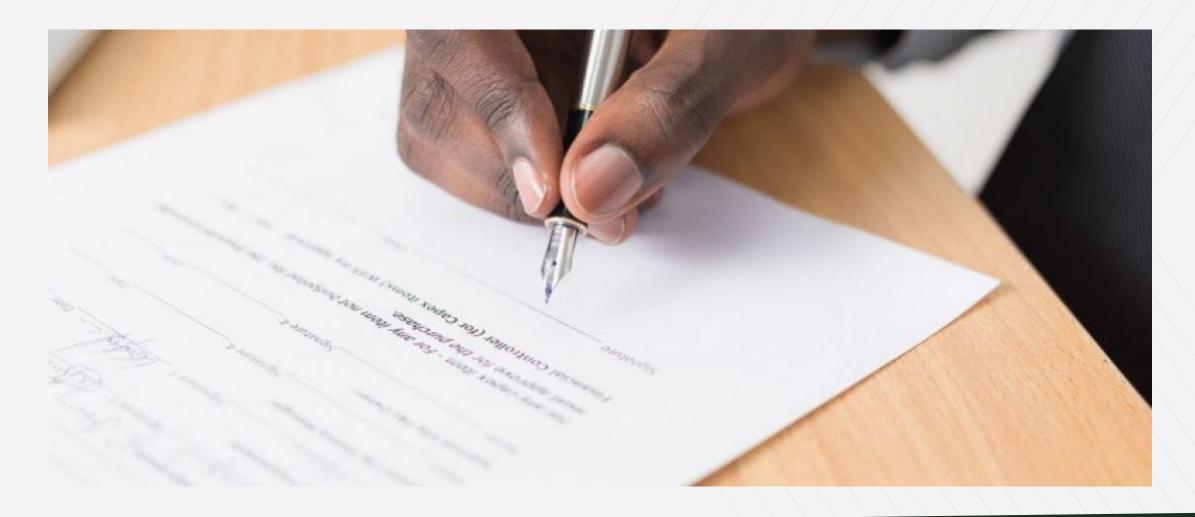
- Agency staff and self-employed contractors
- Relatively low risk
- Are they workers/employees?

## Retraining and re-deploying staff

- Could you move staff to alternative positions?
- Be aware that you may need employee agreement



#### Reviewing terms and conditions



### Reducing pay and pay freezes



#### Reducing pay and pay freezes

- Pay freezes are unlikely to be a breach of contract
- Pay cuts are a much more riskier option
- Advise obtaining express agreement
- Collective consultation



### Reducing hours/days worked

- Seek agreement with employees
- Agree a reduction in pay
- Increase working time when work levels increase
- Lay off and short term working

#### Other alternatives



#### Sabbaticals/unpaid leave

- Voluntary or invite applications
- Paid or unpaid
- Consider terms and enter agreement



#### Secondments



- Shifting cost/cost benefit
- Ability to second in the contract?
- Documentation

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# Thank You

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