



Newsletter

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Temp Hiring – Managing A Dynamic Workforce

As the job markets continue to shift, businesses are often opting to use fixed term contracts to stay flexible. This includes covering busy periods such as Christmas, supporting with short term projects or filling in for absences.

Why might temporary hiring work for your business?

- **Flexibility** – being able to quickly adjust the size of your team to meet business needs.
- **Cost Effectiveness** – no long term commitments for short term projects or busy periods.
- **Speed** – being able to quickly fill roles.
- **Reduce Burnout** – being able to quickly relieve pressure and stress from current employees with a busy workload.
- **Role Trials** – you can use this as an opportunity to evaluate whether this is a role that is needed within the business on a long term basis.



Top Tips for Managing your Fixed Term/ Temporary Employees:

1. **Streamline the Onboarding Process** – Temporary employees should receive the same onboarding as a permanent employee; however, you may want to look at streamlining the process to ensure employees can hit the ground running as soon as possible. Temporary employees will need to understand their role, the company's processes and procedures and basic employment information.
2. **Keep Compliant** – provide your temporary employees with the correct contract of employment, ensure they are being treated fairly and paid in line with or above NLW/NMW and complete usual checks incl. Right to Work.
3. **Keep up Communication** – it is easy for fixed term employees to not feel as part of the full team, but ensure to keep them updated along the way, provide them with the same information and time as their colleagues and remember to recognise them for their good work!
4. **Provide Valuable Feedback** – keep the employee up to date with feedback on their work, the position of the company (and therefore, the future of their role). This helps to remain transparent and manage expectations.

If you would like more information on Temp Hiring,
please contact chelsey@agilehrconsulting.com



Proposed Changes to Employment Legislation **- how can employers best prepare?**

The landscape of employment law in the UK is set for some major legislation changes over the next couple of years. The government introduced the Employment Rights Bill in October 2024 - however, it is important to emphasise from the outset: **these changes are proposed**. Many of the measures remain under consultation. The Bill has not yet been fully enacted and the final form of the law may well differ from the current proposals.

Below we have provided a brief overview of some of the proposed changes:

April 2026

Please note: These proposed changes are subject to government consultations. The details may change.

- Removal of service requirement for paternity leave and parental leave
- Removal of lower earnings limit and waiting period requirements for Statutory Sick Pay
- Whistleblowing protections for protected disclosures regarding sexual harassment
- Statutory Entitlement Increases (NMW/ NLW/ SSP/ SPP etc.)

October 2026

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- Requirement to inform workers of their right to join a trade union.
- Requirement for employers to take “all reasonable steps” to prevent sexual harassment of their employees.
- Obligation for employers to not permit the harassment of their employees by third parties.
- Extension of employment tribunal time limits from three months to six months.

Proposed for 2027

Please note: These proposed changes are subject to government consultations. The details may change.

- Removal of the two-year service requirement for ordinary unfair dismissal claims and the introduction of a statutory probation period.
- Requirement for employers to explain why it was reasonable to refuse a flexible working request.
- Introduction of regulations to specify steps that are to be deemed as “reasonable”, to determine whether an employer has taken all reasonable steps to prevent sexual harassment.
- Requirement to offer zero hour, low hour and agency workers a guaranteed-hours contract reflecting their usual working hours and notice or compensation for changes to shifts.
- Introduction of unpaid bereavement leave, and the extension of parental bereavement leave criteria to cover miscarriages before the 24th week of pregnancy.

- Extension of the rights and protections for pregnant workers.

What can you do to start preparing?

- Keep Contracts of Employment, Employee Handbooks & Policies up to date and reviewed regularly;
- Train Managers & Employees on Sexual Harassment Prevention;
- Budget for any upcoming Statutory Increases;
- Establish a clear, fair and thorough probationary review process.

If you would like more information on the proposed legislation changes, please contact chelsey@agilehrconsulting.com

What Makes a Strong Recruitment Process?

Having a strong recruitment process is essential for attracting top talent and driving your business's growth, stability and success. In today's highly competitive recruitment market attracting the top talent to your business must be viewed as a priority.

We've put together our thoughts on what makes a strong recruitment process:

Have a clear plan for your workforce:

Anticipate skill gaps, build a talent pipeline and build career paths.

Clear Role Definition

Have a detailed job description – what skills / experience are required and how to be successful in the role.

Sourcing Strategy

Use a diverse range of channels to reach candidates – e.g. employee referrals, professional networks, industry specific platforms as well as the usual job sites and recruitment agencies.

Have a structured screening and selection process

A structured process can include:

- Standardised interview questions
- Skills or role specific assessments

- Behavioural evaluations / psychometrics

All the above reduces subjectivity and the risk of unconscious bias.

Ensure a Positive Candidate Experience

Be mindful that your hiring process is a reflection of your company culture and reputation. We recommend clear, friendly and professional communication, timely & constructive feedback and a transparent process. The human approach creates a positive, respectful impression. Ensure your vision & values are at the forefront of your recruitment to attract the right talent for your business.

A Team Effort

The recruitment process should be a team effort. Cross-departmental / functional input, including HR, direct managers, team members, can provide a more all-round view of a candidate's fit. Ensure all parties are aware of the screening and selection process - you could use scorecards to ensure consistency.

Recruitment Technology

Your HR system may have a recruitment support option, alternatively, you could invest in a tool that supports with candidate tracking, automated screening and a centralised feedback platform.

Regular Reviews

The best recruitment processes will evolve based upon feedback, business requirements and an evaluation of its success (i.e. the retention/ performance of new hires). This will help your business stay competitive and support talent acquisition.

To conclude, a strong recruitment process forms part of the foundation for your business and long term success. By focusing on getting your process right you can ensure you attract the right talent for your business.

If you would like support with your recruitment process, please contact hils@agilehrconsulting.com