

## The Ink Group Newsletter Autumn 2022

### Financial Wellbeing - How to support your team.



As the cost of living continues to rise this autumn, and we all increasingly feel the pinch, you may wish to help support your staff with their financial wellbeing. One in four employees say money worries affect their ability to do their job – and even those on the highest incomes are not immune. Rising inflation and the energy crisis has plunged an estimated 6.7 million households into fuel poverty, despite the recent price cap announced by the Government ([National Energy Action](#), September 2022). This underlines the importance of committing to supporting the financial wellbeing of your workforce and even employers with a limited budget can help with a simple policy that lets their workforce know where and how to get help.

[Read More](#)

### Mental Health in the Workplace.



Our clients occasionally ask us what 'good' mental health support might look like in the workplace. There's very little that employers can do to affect the external influencers on mental health, but there are certainly some good (and easy) steps that you can take to build a working culture that cultivates wellbeing. Our attached guide signposts you to some reliable resources, and we hope you will find this helpful.

[Download Guide](#)

### Statutory Leave - Paid and unpaid.

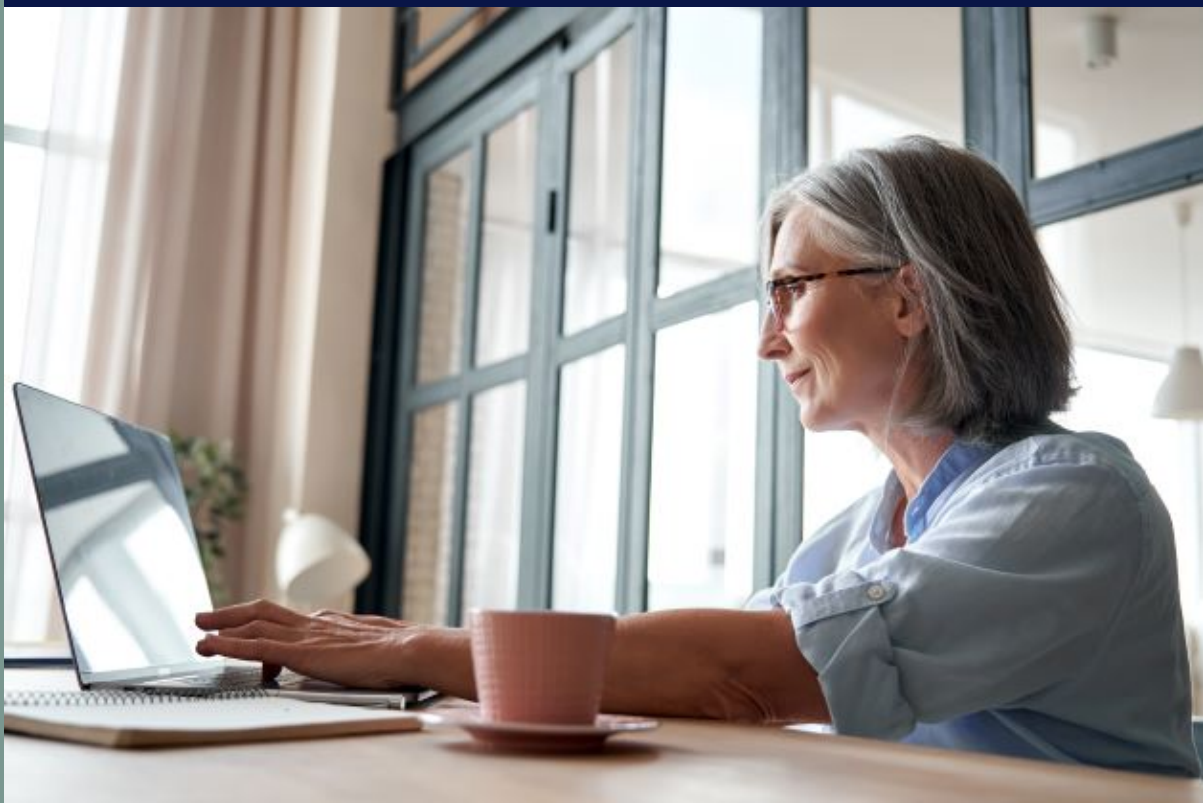


We are often asked about the different types of statutory leave available to employees and whether it should be paid or unpaid. Employees are legally entitled to leave from work in a range of different circumstances and with changes happening relatively frequently, it's important to ensure that you are compliant.

As an employer you need to make sure that all guidelines in your employee handbook are well defined, so that employees are clear on their rights and their obligations. You also need to specify which types of leave will be paid (and at what rate) and which types of leave will be unpaid. All of this will help you protect your company against any disputes or claims of discrimination. It is also worth considering that paid and unpaid leave can be enhanced, and you may wish to offer more than the statutory entitlements to your employees, to help to boost your employee benefits and core package to retain and attract talent.

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### Women's Health in the Workplace.



We shouldn't be shy about it. The health of the women in your business matters, and we need to talk about it. In a recent survey, 60% of employers said that recruiting women and retaining talented women is a challenge ([Peppy](#), 2022) – which is alarming, given that women make up such a significant proportion of the workforce. There may have been generous improvements in statutory provisions for family leave, but when it comes to practical responses to the physical, psychological and emotional challenges that women face, simply as features of being women ... well, we still have a little way to go.

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### Spotlight On The Team - Sherry Trusler



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CONGRATULATIONS  
SHERRY  
~  
PROMOTION TO  
ACCOUNT MANAGER



We are delighted to announce that Sherry Trusler has recently been promoted to the role of Account Manager within the Payroll team. Sherry has a dual role: she is a key Account Manager in our Payroll team and an administrator within our HR Managed Services. In the former, she deploys her Chartered Institute of Payroll Professionals ([CIPP](#)) training to process some of our more complex client payrolls, and she plays an important role in the onboarding of new accounts. In the latter, Sherry works closely with HR colleagues to manage the day to day processes for our clients' employee files and records. Sherry is studying for her first Chartered Institute of Personnel and Development ([CIPD](#)) HR qualification and is applying her learning and knowledge within her work.

Congratulations Sherry.

The Ink Group  
Effective employment support for smart businesses.

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