

HR Brief

Human Resources tips brought to you by

Crendon Insurance Brokers Ltd

2nd Quarter 2016

DID YOU KNOW?

According to a recent study conducted by the Chartered Institute of Personnel and Development (CIPD), job satisfaction in the United Kingdom has dropped to its lowest level in two years. A possible explanation for this decrease is that job design and career management have not grown or adapted to modern business culture. This has led to a divide between employee expectations and reality.

To ensure that your employees remain satisfied, the CIPD suggests that you offer them more opportunities for personal growth—such as continuing education and skills training—as well as a clear career growth path.

The Effect of the New EU Data Protection Regime on HR

On 4th May, the Council of the European Union published the agreed terms of the General Data Protection Regulation (GDPR). The GDPR will introduce a unifying set of standards to replace the patchwork of data protection regulations that the 28 EU member states currently hold.

While the GDPR will not come into force until 25th May 2018, your company's HR department should begin reviewing its current data processing activities to ensure that it will be compliant with the new regime.

Specifically, there are four central standards to be cognizant of:

- 1. Consent:** Employees must knowingly and freely give consent to their employers before they can process their personal data.
- 2. Data breach notification programme:** In the event that an organisation suffers a data breach, it must notify the data protection regulator within 72 hours. In addition, if the data breach relates to personnel data, the affected employees must be notified as soon as the breach is discovered.

3. Increased rights of employees:

An employee has three rights:

- The right to know how and why his or her personal information is being processed
- The right to access his or her data and to have inaccurate data rectified
- The right to be 'forgotten', which requires an employer to erase personal data about an employee in certain circumstances

4. Accountability: To be considered accountable, an organisation must complete the following:

- Appoint a data protection officer
- Carry out privacy impact assessments
- Consult with the data protection authorities before new data processing activities can commence
- Keep records of all its processing activities

By implementing the above standards, your organisation can increase its transparency and identify any gaps in its data processing activities. If you would like to find out more about how your organisation can stay cyber-compliant, contact **Crendon Insurance Brokers Ltd**.

The Brexit and Employment Law

On 23rd June, the United Kingdom will vote on whether it will remain a member of the EU, and, depending on the outcome, the result could impact employment law. The majority of UK employment laws are connected to the EU—including working time regulations, discrimination rights and family leave. If the United Kingdom were to become independent from the EU, it could, in theory, repeal or amend any employment legislation derived from EU law.

However, it is unlikely that the Brexit would lead to a complete overhaul of all legislation, due to the following:

- A mass reform could cause confusion throughout all sectors.
- The United Kingdom would need to retain a similar structure to avoid disrupting current trade agreements with other EU member states.
- The United Kingdom already has robust employment laws—such as equal pay, race and disability discrimination laws, and right of return from maternity leave—*independent of EU laws*.

Therefore, it would be much more likely that the United Kingdom would conduct a piecemeal reform and focus on unpopular regulations. Yet, if the Brexit were to occur, the separation process would be lengthy and complex, and any changes that were to be made would have to be gradual.



**Crendon
Insurance
Brokers**