



## Solutions for HR News

Issue 90 | **May** 2024

<<First Name>>

Hope you are well.

Welcome to our latest newsletter.

In this issue...

Employment (Allocation of Tips) Act 2023

Should employers send out interview questions in advance?

Employee awarded £29k in damages for sex discrimination in the workplace

Meet the team

100 miles in May

Read on to learn more...

Many thanks,

*Jane*



## Employment (Allocation of Tips) Act 2023

The Employment (Allocation of Tips) Act 2023 will now be launching in October this year.

Although delayed from its original launch date in July 2024, the new Act aims to provide greater regulations around how employers should manage their worker's tips.

The Act makes it mandatory for employers to ensure that all tips, gratuities and/or service charges are fairly allocated to workers and that any such payments should be made by the end of the month following the month from which the tip was made.

[Learn more](#)



## Should employers send out interview questions in advance?

Larger Companies such as John Lewis and Waitrose are now publishing their interview questions in advance as a way to create a fairer recruitment process.

This move will not only give all candidates a chance to prepare more effectively, but it will also support neurodivergent candidates who might experience nerves or anxiety as a result of uncertainty around the interview process, thus ensuring a more equal footing between neurodiverse and neurotypical candidates.

Having questions available in advance also has other benefits, such as saving time for both candidates and recruiters.

[Should you do the same?](#)



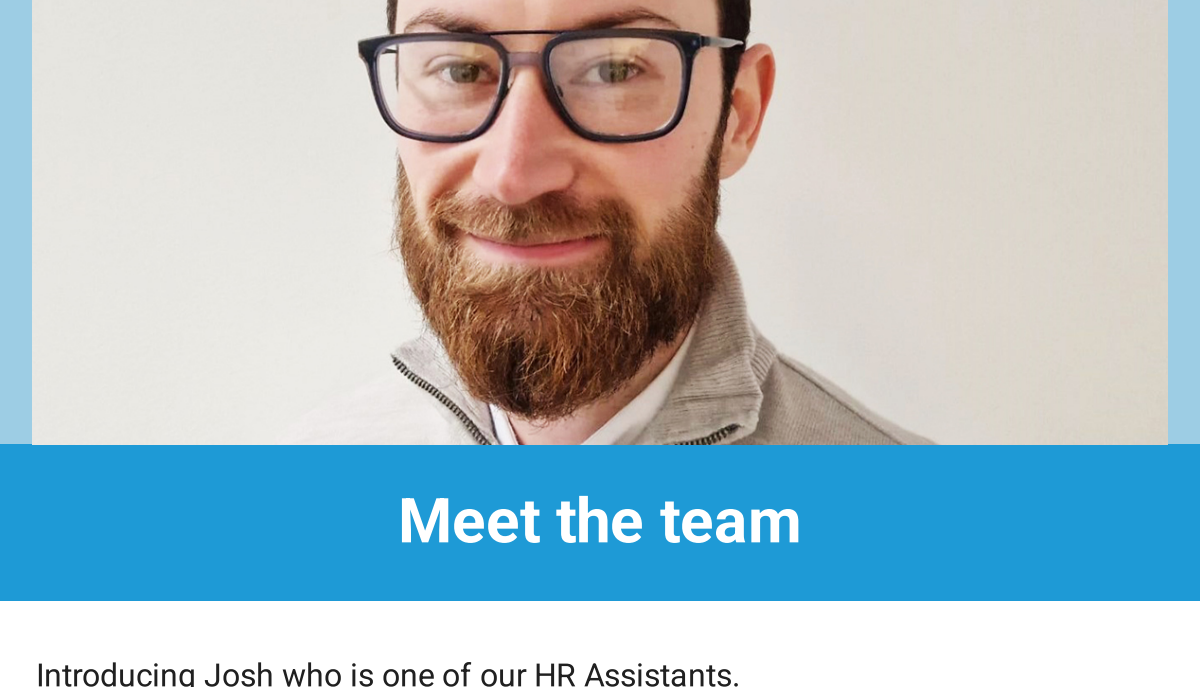
## Sex discrimination in the workplace

In the case of Goh v Asda Stores, an employee subject to sex discrimination was awarded damages over £29,000, including £18,500 for injury to feelings.

Mr Goh was a Checkout Operator who had been working for Asda since December 2010.

In 2019, Goh was "kicked in the backside" by a female colleague, who then swore at him as they were walking away.

[Learn more](#)



## Meet the team

Introducing Josh who is one of our HR Assistants.

Josh is an LLB Hons Law Graduate undertaking his CIPD qualifications through the apprenticeship route.

He leads HR process guidance and mapping, HR systems, transactional HR administration and reporting.

In his spare time, Josh enjoys staying active through regular running and working out.

He also has a passion for all things true crime!

Josh enjoys the opportunity to learn new things every day, collaborating with and working within a tight-knit team of experienced people professionals who are passionate about delivering the best service for our clients.



## Walk 100 miles in May

We're on a mission to fund Cancer Research.

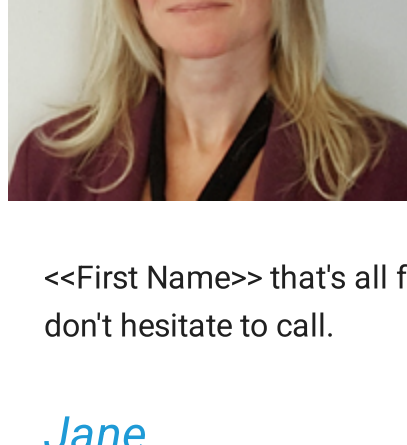
Our team are taking part in Walk 100 miles in May.

Please support us > [Donate here](#)

✉

Thanks for your help,

Jane, Jayne, Rebecca, Kirsty, Rachael, Rachel, Josh, and Milly.



<<First Name>> that's all for this issue If you have any questions, don't hesitate to call.

*Jane*

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**P.S.** If you know someone who might need our help please [forward this email](#).

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