



City HR Community Chat – 2nd June

Mid-Year Reviews 2020

/ Virtual Development Opportunities - utilising the Apprenticeship Levy



Dear HR Colleague

Our webinar this week tackled the two very current topics of mid-year reviews, and virtual development opportunities, (particularly in regard to the utilisation of the apprenticeship levy which so many firms have yet to do.)

This will be followed next Tuesday (9th June) with an overview of where firms are at present with regard to Reward, Regulation, Remuneration related governance and taxation – including how the reimbursement of staff expenses will be treated whilst working from home. Furthermore, our panel of Paul Scarborough and Jill Townley, at PwC, and Claire Morland from Aon McLagan will explore the consideration of payments under deferral arrangements in the current climate.

We are pleased to provide a summary of the insights from our last session. **Catherine Turner**, Senior Associate in the Employment Law practice at Bryan Cave Leighton Paisner, covered potential issues & challenges around the 2020 mid-year reviews in light of the COVID-19 pandemic, including whether to go ahead or postpone, how goals and targets could be reviewed and where there could be risk of discrimination. Catherine pointed out that these reviews could be a positive kick-start to change. Please find her slides attached.

James Kelly, co-founding Director of training and development business Corndel, talked us through virtual development opportunities available with particular reference to using the **Apprenticeship levy**. Some people are still under the illusion that this is just for school and university leavers but it can be used to great effect during mid-career development. (The average age of Apprentices that Corndel work with is 36). Blended on-line training is obviously the only way forward at present and

James pointed out that we shouldn't be put off using this as we could be in this situation for quite some time. James' slides are attached along with a very useful document on maximising your zero-cost training budget.

If you're interested in joining an open programme at Corndel for City HR members please contact cindymahoney@cityhr.co.uk

A recording of the presentations is available on request.

If you have not already signed up to these sessions and would like to, please email sambailey@cityhr.co.uk for joining instructions.

Stay safe

Kind regards,
Andrea and the City HR Team

Andrea

Andrea Eccles
Chief Executive
City HR Association