



What are you gifting in Secret Santa? This light hearted office tradition is meant to just be a bit of fun but can quickly turn sour if employees aren't careful! No offensive gifts please!

Bah humbug! Companies are warned not to spend more than £150 per head on staff because employees may have to pay a taxable benefit in kind on the outlay. Under employment tax legislation, staff entertainment is only exempt from tax if the employer pays no more than £150 per person.

To gift or not to gift, that is the question. The line between bribery and goodwill can be blurred when sending Christmas gifts to clients and if your business is guilty of bribery, the penalty could range from unlimited fines to a 10-year prison sentence!

If it's not the air conditioning, it's the Christmas tracks! There are a number of distracting Christmas songs to play at work and colleagues will never agree on a play list so for the sake of productivity, ban them all!

Don't get frisky at the office party! Or drunk! Or indiscrete! Oh what fun it is to be in HR and throwing shade over the Christmas party entertainment.

Is it too cold to commute to the office? Every year there are questions over whether it is too hot or cold to come into the office. Surely people have heard by now that there is no law for minimum or maximum working temperatures!

It's the most wonderful time of the year! Except if you're an employer dealing with a barrage of requests from staff who all want exactly the same time off over Christmas.

Workplace inclusivity at Christmas. Remember Christmas may not be welcomed by all staff due to their cultural or religious beliefs. It is important both from an employee relations and a legal perspective that no one is made to feel uncomfortable or left out.

If you're unsure about how to implement any of these strategies or need HR advice and support reach out to natalie@hr2goconsultancy.co.uk 07779 508972 01279 771098