



# Your Countdown to the Festive Season - HR Holidays Calendar

September - December edition

A 2024 festive calendar packed with key dates, celebrations and top tips to boost employee engagement with your platform



# September

## 2024

Some handy resources to power your HR strategies this month:

**eBook: Building the business case for investing in your people**

**Blog: 10 reward and recognition ideas to build better connections**

**eBook: 12 ways eCards can help build an amazing culture of recognition**



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<p><b>30</b></p> <p><b>International Podcast Day</b> Listen in to our 'In Conversation with' series <a href="#">here</a>.</p>						<p><b>01</b></p> <p><b>World Alzheimer's Month</b></p>
<p><b>02</b></p> <p><b>Zero Waste Week</b> Encourage employees to join a "zero waste" challenge by offering tips on reducing plastic use and enhancing recycling practices.</p>	<p><b>03</b></p> <p><b>Holiday magic:</b> Did you know employees using the <b>SmartSpending™</b> platform have been known to save more than £15.3 million in just one quarter?</p>	<p><b>04</b></p> <p>Prepare for the upcoming Black History Month and encourage your teams to contribute to ideas on how to celebrate.</p>	<p><b>05</b></p> <p><b>Mental wellbeing</b> To prevent burnout, distribute a <b>survey</b> to your workforce to gather their feedback on their needs.</p>	<p><b>06</b></p> <p><b>National Read A Book Day 2024</b></p>	<p><b>07</b></p>	<p><b>08</b></p>
<p><b>09</b></p> <p><b>National Pension Awareness Week</b></p>	<p><b>10</b></p> <p><b>World Suicide Prevention Day</b> Organise mental health awareness sessions and provide suicide prevention resources and encourage open conversations about mental health in the workplace.</p>	<p><b>11</b></p>	<p><b>12</b></p> <p>Check out our festive blog: <b>Three ways to maximise employee discounts adoption</b></p>	<p><b>13</b></p>	<p><b>14</b></p>	<p><b>15</b></p>
<p><b>16</b></p> <p><b>100 days until Christmas!</b></p>	<p><b>17</b></p>	<p><b>18</b></p> <p><b>National Fitness Day</b> Motivate your team with movement!</p>	<p><b>19</b></p> <p><b>Tip:</b> Have you set your final budgets for the new financial year? It's time to make sure everything's in order!</p>	<p><b>20</b></p> <p>Support your employees in maximising their income before the holidays by introducing <b>SmartTech™</b>. This will enable your workforce to make essential purchases of white goods or enjoy interest-free financing on the gifts they desire.</p>	<p><b>21</b></p> <p><b>World Gratitude Day</b></p>	<p><b>22</b></p> <p><b>With the end of summer, autumn officially begins!</b></p>
<p><b>23</b></p> <p><b>International Week of Happiness at Work</b> - <b>National Inclusion Week</b></p>	<p><b>24</b></p>	<p><b>25</b></p> <p>Who doesn't love saving money, especially with the holiday season approaching? If you have an <b>employee discounts programme</b>, make sure your team knows how to take full advantage of it!</p>	<p><b>26</b></p> <p>Blog: <b>Employee benefit ideas for the coming festive season</b></p>	<p><b>27</b></p>	<p><b>28</b></p>	<p><b>29</b></p> <p><b>World Heart Day</b></p>

If you come across something mentioned that you don't have access to, reach out to your Account Manager to learn more.

# October

## 2024

Some handy resources to power your HR strategies this month:

**Blog:** How DE&I improves talent attraction and retention strategies

**Blog:** 5 tactics to communicate company values in a crowded employer landscape

**eBook:** 6 steps to boosting employee recognition ROI



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	<b>Black History Month 01</b> This year's theme is 'Reclaiming Narratives' and aims to shine a light on Black heroes and challenge narratives that have overlooked their contributions and achievements.	<b>02</b> 12 weeks until Christmas!	<b>03</b> <b>Rosh Hashanah</b> Begin the Jewish New Year with reflection, prayer and joy. It's a time for renewal and fresh starts.	<b>04</b>	<b>05</b>	<b>06</b>
<b>07</b> National Work Life Week	<b>08</b> The run-up to the holiday season can be stressful and overwhelming for employees. Ensure that you and your team express gratitude for one another through <b>peer-to-peer recognition</b> .	<b>09</b>	<b>10</b> <b>World Mental Health Day</b> Remind your employees how you're committed to <b>supporting</b> their mental wellbeing.	<b>11</b> Yom Kippur	<b>12</b>	<b>13</b>
<b>14</b>	<b>15</b> <b>Financial support in the festive season</b> Could your people benefit from a perk that puts a little extra cash in their pocket, like a <b>discounts programme</b> ?	<b>16</b> Join the annual #BHMUK24 movie watch party.	<b>17</b>	<b>18</b> World Menopause Day	<b>19</b>	<b>20</b>
<b>21</b>	<b>22</b> <b>Handy reminder:</b> Have you sorted out your end-of-year and festive season awards? Use tech to reduce admin with bulk awards and give people <b>the gift of choice</b> .	<b>23</b>	<b>24</b> Read our blog: <b>10 simple ideas to bring employees into the holiday spirit</b>	<b>25</b> Many religious holidays are approaching. Allow your employees to send <b>peer-to-peer recognition</b> with bespoke and branded eCards, flexible for any celebration.	<b>26</b>	<b>27</b> <b>British Summer Time ends</b> - <b>The clock will go back 1 hour</b>
<b>28</b> Did you know that during Oct-Dec last year, employees saved a total of £3.3 million on groceries through our <b>Discounts Platform</b> ? That's some serious holiday cheer for your wallets!	<b>29</b> Diwali starts	<b>30</b>	<b>31</b> <b>Halloween:</b> Throw a costume party in the office or on video. Award the best dressed a prize!	Diversity and celebrating Black History isn't just for one month of a year. Focus on education and raising awareness of your wider DEIB strategy.		

Spot something you don't have access to? Chat with your Account Manager to learn more!

# November

## 2024

Some handy resources to power your HR strategies this month:

**Webinar: Maximise rewards and benefits to support, connect and retain your people this festive season**

**Blog: Moving beyond employee service awards**

**Blog: Help employees save money with discounts this festive season**



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				01 November (Men's Health Awareness Month) - National Gratitude Month	02	03
04 <b>Diwali</b> Organise a Diwali-themed potluck lunch at your company, encouraging employees to bring in traditional dishes for a cultural celebration.	05 Read our blog: <b>Maximising savings ahead of the festive season</b>	06 <b>National Stress Awareness Day</b>  What are you doing to <b>support</b> your employees?	07 Did you know that Oct-Dec last year, a total of £12.4 million was saved on gift cards through our <b>Discounts</b> Platform during the lead-up to the holiday season? <b>See how much your employees could save.</b>	08 <b>Be mission-led</b> Share stories of how employees have lived and celebrated your company mission in 2024 through customised and engaging <b>blog posts</b> .	09	10
11 <b>Remembrance Day</b>	12 <b>Activity:</b> Create a holiday playlist for the office to get employees into the festive spirit.	13 <b>World Kindness Day</b> - <b>6 weeks until Christmas</b>	14 <b>World Diabetes Day</b>	15 Not enough time to send manual recognition in the lead up to Christmas? Why not make it quick and easy by moving to digital recognition and start sending <b>eCards</b> .	16	17
18 Centre your values. Design your Reward & Recognition programme around your company values.	19 <b>Decorate Your Space</b> Kick-off the countdown by decorating your home or office with Christmas lights, ornaments and a tree.	20 <b>Transgender Day of Remembrance</b>	21 Share your holiday season traditions on your <b>internal communications platform</b> .	22	23	24
25 Buying for Christmas on Black Friday and Cyber Monday? Our <b>SmartTech™ platform</b> lets your employees choose from 5,000+ products and spread the cost over 12-24 months, directly from their salary.	26 <b>Activity:</b> Organise a "Bring Your Dog to Work" day or initiate a pet photo contest.	27 <b>Advent begins!</b> Create an advent calendar with daily surprises or activities for your employees to enjoy and boost their holiday spirit.	28	29 <b>Black Friday</b> With <b>SmartSpending™</b> , you can give your employees double savings to support their financial wellbeing. In 2023, employees saved over £4m during this period using their discounts.	30 <b>St. Andrew's Day</b>	

Enquire with your Account Manager to gain access to any features mentioned that you don't have enabled.

# December

## 2024



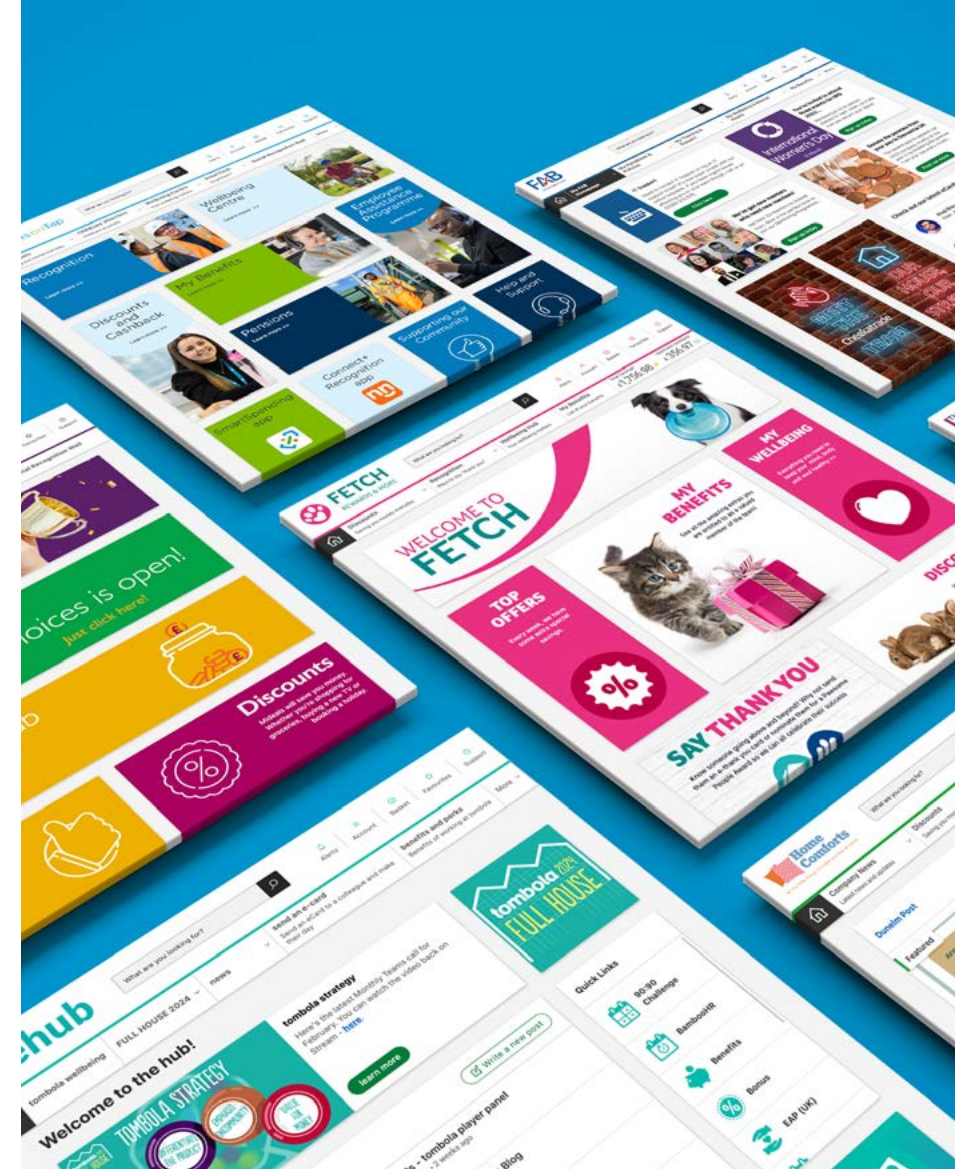
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<p><b>30</b></p> <p>Encourage employees to share their achievements from the past year and set goals for the next year!</p>	<p><b>31</b></p> <p><b>New Years Eve</b></p>					<p><b>01</b></p> <p>With the end of autumn, winter officially begins!</p>
<p><b>02</b></p> <p><b>Cyber Monday</b> - <b>Bank Holiday: St Andrew's Day (substitute day) (Scotland only)</b></p>	<p><b>03</b></p> <p><b>International Day of Persons with Disabilities</b></p>	<p><b>04</b></p> <p>Organise an end-of-year celebration. Bring your people together and thank them for their hard work in 2024.</p>	<p><b>05</b></p> <p><b>International Volunteer Day</b> Launch a holiday charity drive, encouraging employees to donate and volunteer.</p>	<p><b>06</b></p> <p><b>Tip:</b> Start planning your employee engagement plan for wellbeing ahead of wellness month in January. <b>Want some ideas?</b></p>	<p><b>07</b></p>	<p><b>08</b></p>
<p><b>09</b></p> <p>Did you know that the average UK household spends 29% more in December?</p>	<p><b>Holiday Savings Alert!</b> <b>10</b></p> <p>Ease the burden of Christmas food shopping. Through our <b>Discounts</b> Platform, your employees can save money at Sainsbury's, Tesco, Asda, M&amp;S, Morrisons, Waitrose, Co-op and more.</p>	<p><b>11</b></p>	<p><b>12</b></p> <p><b>Christmas Jumper Day</b> Encourage your workforce to wear their best (or ugliest) Christmas jumper to work.</p>	<p><b>13</b></p> <p><b>Take a moment to reflect on the past year</b> What lessons will you take into 2025? What have you learned about employee engagement?</p>	<p><b>14</b></p>	<p><b>15</b></p>
<p><b>16</b></p> <p>Celebrate your end-of-year awards this week. <b>Awards</b> are a great way to celebrate the employees who have embodied your company values in 2024.</p>	<p><b>17</b></p>	<p><b>18</b></p> <p><b>Holiday Celebrations:</b> Make sure to plan inclusive work events, considering diverse religious and cultural backgrounds. Ensure decoration, food, drink and music choices cater to all.</p>	<p><b>19</b></p>	<p><b>20</b></p> <p>The run-up to Christmas can be busy, organise a festive-themed lunch or coffee break to touchbase with your workforce.</p>	<p><b>21</b></p> <p><b>Winter Solstice</b></p>	<p><b>22</b></p>
<p><b>23</b></p> <p><b>Festive fact:</b> Employees saved a whopping £499k on groceries during Christmas Week last year through our <b>Discounts Programme!</b></p>	<p><b>24</b></p> <p><b>Christmas Eve</b></p>	<p><b>25</b></p> <p><b>Christmas Day</b> - <b>Hanukkah</b></p>	<p><b>26</b></p> <p><b>Boxing Day</b> - <b>Kwanzaa</b></p>	<p><b>27</b></p> <p><b>Year-End Employee Appreciation:</b> Schedule your end-of-year appreciation by sending your employees a festive / end of year <b>eCard</b>.</p>	<p><b>28</b></p>	<p><b>29</b></p>

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# Want to learn more? Reach out to your RG Team!

Your Client Success Manager is available to support you with engagement plans to ensure your people make the most out of their platform.

If a product or feature was mentioned in this calendar that you're interested in, don't hesitate to ask! Reward Gateway empowers more than 8 million employees to connect, appreciate and support one another to make the world a better place to work. Our unified employee engagement hub provides the best of recognition, reward, wellbeing, communications, surveys, benefits and discounts that support talent acquisition, retention and values-driven growth.



**Reward Gateway delivers  
employee engagement solutions to  
more than 4,500 clients worldwide.**