



# 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>

To learn more about how Reward Gateway | Edenred can support your People strategies, [request a demo](#).

# 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.		

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# 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 <b>November (Men's Health Awareness Month)</b> - <b>National Gratitude Month</b>	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 Platform</b> 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>	

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# December

## 2024

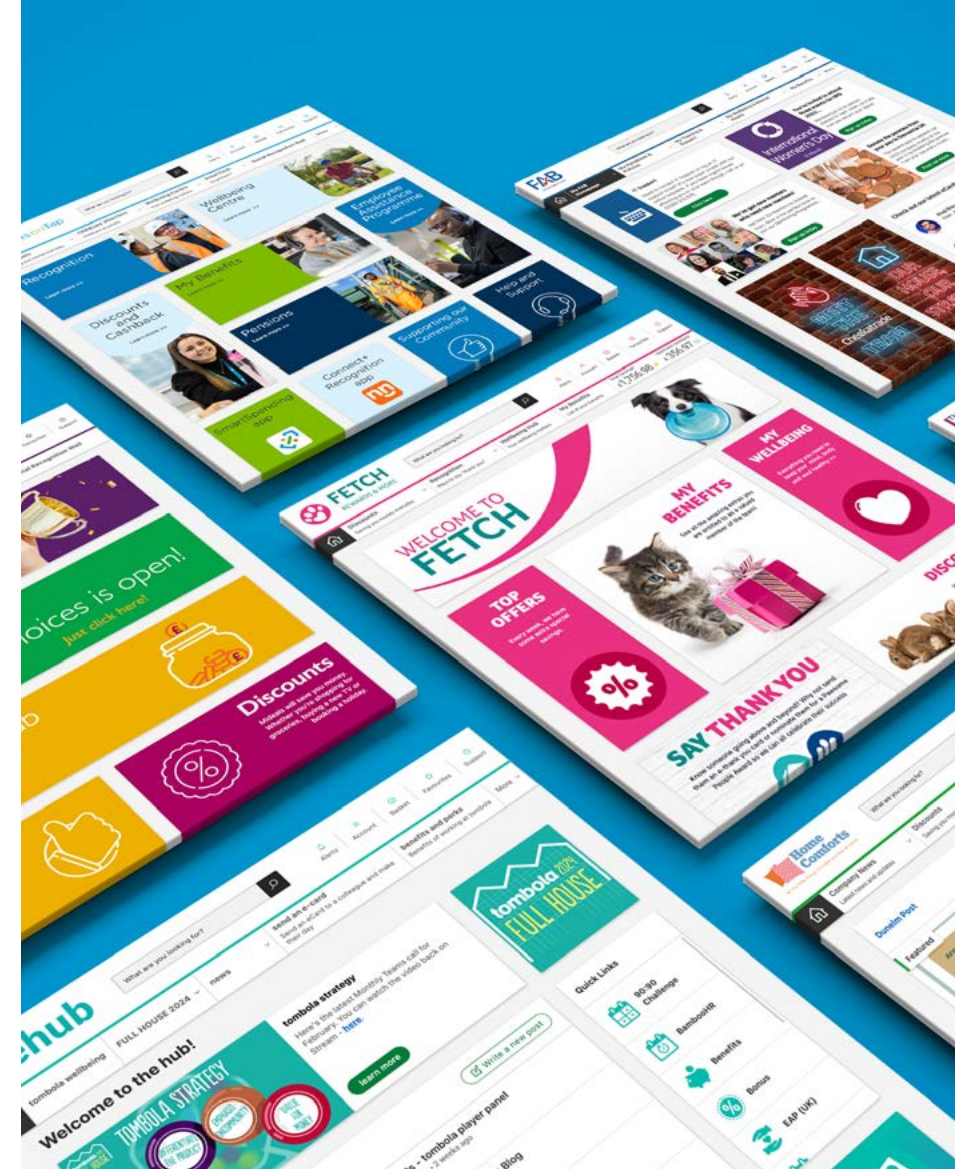


Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<p><b>30</b></p> <p>Encourage employees to share their achievements from the past year and set goals for the next year!</p>	<p><b>31</b></p> <p><b>New Years Eve</b></p>					<p><b>01</b></p> <p>With the end of autumn, winter officially begins!</p>
<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>

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

To learn more about how Reward Gateway | Edenred can support your People strategies, [request a demo](#).

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.**