

Employment Law Changes 2024



As the employment law landscape continues to evolve, employers face a raft of new legislation changes set to come into effect in 2024. From amendments to the Equality Act 2010 to adjustments in the minimum wage and holiday pay regulations, **staying informed about these developments is crucial for businesses** to ensure compliance and uphold the rights of their employees.

Croner will explore the **key upcoming changes and their potential impact**, providing employers with essential insights to navigate the evolving legal framework and support their workforce effectively.

The following legal changes have been confirmed by government but may not have an exact implementation date as of yet.

Changes confirmed...



Working time and holiday 1st January 2024

Requirement to keep records of daily working time is removed; effect of emergency Covid legislation on annual leave carry over ends; case law position on a weeks' pay and annual leave carry over during sickness and statutory leave committed to law.

Illegal workers Expected 22nd January 2024

Fines payable by employers who employ illegal workers will increase. The fine for a first breach is currently £15,000 but this is set to increase to £45,000 per illegal worker. For repeated breaches, the fine will increase from £20,000 up to £60,000.



National living wage For pay reference periods starting on or after 1st April 2024

National Living Wage threshold will be lowered to include 21-year-olds. Rate will be £11.44 per hour. Rate for those aged 18-20 will be £8.60; rate for those over school age but not yet 18 will be £6.40; apprentice rate will be £6.40.



An illustration of a red and white striped beach chair under a matching umbrella, with a basket of beach items like sunglasses and a drink nearby.

Working time and holiday

For new leave years starting on or after 1st April 2024

New method in place to calculate holiday entitlement for irregular hours workers and part year workers. Rolled up holiday pay will be lawful again.

An illustration of a woman with long dark hair sitting on a red sofa, using a laptop.

Carer's leave

6th April 2024

Under the Carer's Leave Act 2023, employees with defined caring responsibilities will have a right to take up to one working week of unpaid leave per 12 months in relation to those responsibilities.

A large yellow clock icon with a white face and black hands.

ONE WEEK

An illustration of a pregnant woman with long dark hair, wearing an orange dress, holding a blue folder.

Flexible working

6th April 2024 for removal of 26 week qualifying period

Qualifying employees will be able to make a flexible working request from the first day of employment. Other changes to the system, including an increase to two requests per year and a requirement to deal with requests within two months rather than three months, are also expected to take place at the same time.

An illustration of a hand in a suit sleeve holding a large gold coin.

Redundancy and pregnancy

6th April 2024

Under the Protection from Redundancy (Pregnancy and Family Leave) Act 2023, pregnant employees will be entitled to enhanced treatment during a redundancy exercise from the point they tell their employer they are pregnant and continuing until 18 months after the birth. The enhanced treatment will also apply to adoption and shared parental leave arrangements.

An illustration of a person in a suit sleeping at a desk with a computer monitor.

Statutory payments

Start of April 2024

Statutory Sick Pay will increase to £116.75 per week; Statutory Maternity/Paternity/Adoption/Shared Parental/Parental Bereavement Pay will increase to £184.03 per week.

An illustration of a green potted plant with large leaves.

Proposed changes...

These changes have been proposed but have not yet been finalised. This means they may or may not happen.



Fire and re-hire

A new statutory code of practice on "fire and re-hire" will be introduced. It will set out the expected procedure for employers to follow when contemplating dismissals for employees who do not agree to changes to their terms and conditions.

The Bullying and Respect at Work Bill proposes to introduce a statutory definition of bullying and the ability for employees to bring a standalone claim for bullying in a tribunal.

Bullying



Gender pay gap

Regulatory exemptions from requirements such as gender pay gap reporting will be extended to businesses with fewer than 500 employees.

GDPR

GDPR will be replaced with a 'common sense' data protection system.

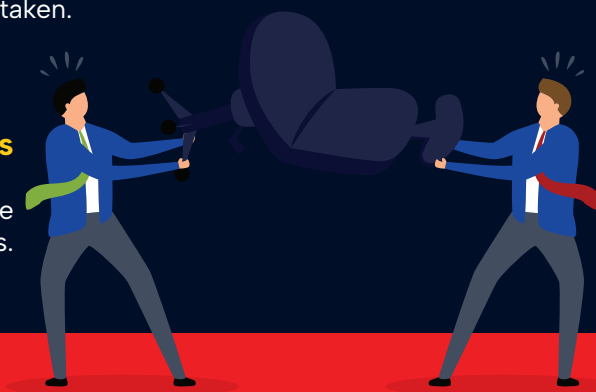


Paternity leave

Legislation will be introduced to make significant changes to paternity leave, allowing employees to take it within the first year after the birth of the baby, divide the leave into two blocks, and give 4 weeks' notice of the dates on which leave is to be taken.

Non-compete clauses

The duration of post-termination non-compete clauses will be limited to three months.



Expert support with Croner

Our HR experts will provide 24/7 support to ensure you are both legally compliant and effectively managing your staff. Call today for initial advice on **0844 561 8133**.