



Do you employ staff?

December Employment Law Update

As we approach the end of 2019, we would like to provide you with a “round up” of all of the employment law changes that occurred throughout the year. Please refer to previous newsletters for further details.

January 2019

From the 1st January 2019 onwards, listed Companies with 250 or more employees were required to annually report the pay ratio between that of the CEO and average employees. The process for this is very similar to the process followed for gender pay gap reporting. Listed Companies are expected to begin publishing their annual pay ratio reports in 2020. More information can be found in our January 2019 Employment Law Update.

April 2019

During this month National Minimum Wage, National Living Wage, Accommodation Offset, Statutory Sick Pay, and Statutory Family Friendly Payments all increased. On 6th April the Employment Rights (Miscellaneous Amendments) Regulations 2019 came into effect, increasing the maximum penalty for a breach of workers rights. The Employments Rights (Increase of Limits) Order 2019 also came into effect, increasing several statutory rewards, as did the Employment Rights Act 1996 (Itemised Pay Statement) (Amendment) Order 2018, which required employers to provide employees / workers with an itemised pay statement. More information can be found in our March 2019 Employment Law Update.

August 2019

The “Sexual Harassment at Work Legal Advice Line” was launched at the start of the month, to support people in England and Wales who perceive themselves to be the victim of sexual harassment In the workplace. Provided by

the charity Rights of Women, funding was obtained by the campaign group Time's Up, the charity Rosa, and donations from members of the public. More information can be found in our August 2019 Employment Law Update.

Brexit

There have been several dates throughout the year when Brexit was scheduled and then rescheduled, and the information available to employers is still limited due to the lack of detail / a clear plan on how the UK will exit the European Union. However, our May 2019 and November 2019 Employment Law Updates are helpful resources on how Brexit impacts Right to Work checks and employment law in general.

2020: The “Good Work Plan”

Reported upon several times throughout 2019, the “Good Work Plan” will be introduced in April 2020 as a result of the “Taylor Review” and will focus on greater rights and clarity being afforded to workers. The new legislation will include:

- the right for all workers to request a more stable contract once they have reached 26 weeks' service
- the right to receive a written statement of terms (contract of employment) from day one of their employment with an increased amount of mandatory information to be contained within the statement
- agency workers will be entitled to a Key Facts Page setting out important information regarding pay and other terms
- increasing the required period to break continuous service from one week to four weeks, recognising the increasing flexibility of modern work
- lowering the threshold for employees to make a request to introduce information and consultation arrangements from 6 April 2020
- extending the holiday pay reference period to 52 weeks, from 12 weeks, to allow a fairer approach to calculating holiday pay.
- A ban on tip deductions

More information on this legislation will be published in the New Year, as soon as it becomes available.

How We Can Help

If you have any questions about any of the subjects raised in this newsletter, please don't hesitate to contact us via hradvice@hasslefreehr.co.uk

Finally, we would like to wish you all a happy and healthy Christmas and New Year.