

### Confirmed Changes

These legal changes have been confirmed by the government but may not yet have an exact implementation date.

<b>Working time and holiday</b>	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. <b>When?</b> 1 January 2024
<b>Illegal workers</b>	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. <b>When?</b> 13 February 2024
<b>National living wage</b>	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. <b>When?</b> For pay reference periods starting on or after 1 April 2024
<b>Working time and holiday</b>	New method in place to calculate holiday entitlement for irregular hours workers and part year workers. Rolled up holiday pay will be lawful again. <b>When?</b> For new leave years starting on or after 1 April 2024
<b>Carer's leave</b>	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. <b>When?</b> 6 April 2024
<b>Flexible working</b>	Qualifying employees will, via the Employment Relations (Flexible Working) Act 2023, be able to make a flexible working request from the first day of employment. Other changes, including an increase in the number of requests per 12 month period from one to two, and a reduction in the timeframe to conclude the process from three months to two months, will also come into effect. <b>When?</b> 6 April 2024
<b>Redundancy and pregnancy</b>	Under the Protection from Redundancy (Pregnancy and Family Leave) Act 2023, pregnant employees have enhanced rights when faced with redundancy which continue until 18 months after the birth. The enhanced treatment will also apply to adoption and shared parental leave arrangements. <b>When?</b> 6 April 2024
<b>Paternity Leave</b>	Under the Paternity Leave (Amendment) Regulations 2024, the paternity leave system will become more flexible. Employees will be able to take two separate weeks of leave within a year of the birth/adoption and will only need to give 28 days' notice of taking leave. <b>When?</b> When expected week of birth is after 6 April 2024 or when expected date of adoption placement is on or after 6 April 2024
<b>Statutory payments</b>	Statutory Sick Pay (SSP) will increase to £116.75 per week; Statutory Maternity Pay (SMP) and other family leave payments including statutory paternity pay etc will increase to £184.03 per week. <b>When?</b> 6 April 2024 for SSP; 7 April 2024 for SMP etc
<b>Tribunal compensation limits</b>	The maximum week's pay for redundancy pay purposes increases to £700 per week; statutory guarantee pay increases to £38 per day and maximum unfair dismissal compensatory award increases to £115,115. <b>When?</b> 6 April 2024
<b>Transfer of undertakings</b>	The requirement to consult with elected representatives, where none exist, on a transfer for businesses with fewer than 50 employees, and for businesses of any size when a transfer affects fewer than 10 employees, will be removed. <b>When?</b> 1 July 2024

<b>Tips</b>	Hospitality, leisure and service employers, under the Employment (Allocation of Tips) Act 2023, will be required to fairly allocate tips to staff in line with a statutory code of practice, and have a policy explaining allocation. <b>When?</b> Expected 1 July 2024
<b>Fire and re-hire</b>	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. <b>When?</b> Summer 2024
<b>Neonatal care leave</b>	Under the Neonatal Care (Leave and Pay) Act 2023, parents of babies who are admitted to hospital before 28 days old and for at least one week will get a maximum of 12 weeks leave, paid at the statutory rate, in addition to maternity/paternity leave. <b>When?</b> Expected October 2024 at the earliest
<b>Harassment</b>	A duty requiring employers to proactively prevent sexual harassment will be introduced. Employers will have to take "reasonable steps" to prevent sexual harassment in their organisation. <b>When?</b> October 2024
<b>Stable and predictable contracts</b>	Workers with unpredictable working hours, or a fixed term contract of less than 12 months, will have a right to request a more stable and predictable contract after 26 weeks' service. <b>When?</b> Expected Autumn 2024

### Proposals

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

<b>Bullying</b>	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.
<b>Gender pay gap</b>	Regulatory exemptions from requirements such as gender pay gap reporting will be extended to businesses with fewer than 500 employees.
<b>GDPR</b>	GDPR will be replaced with a 'common sense' data protection system.
<b>Non-compete clauses</b>	The duration of post-termination non-compete clauses will be limited to three months.