

SAILING FORWARD

**YOUR GUIDE TO THE
CHANGES IN
2024 EMPLOYMENT
LEGISLATION**

For more information:

Call Nicola on: 07817339452

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With effect from 6th April 2024....

Paternity Leave:

- Paternity Leave can be taken at any point in the first year of the child's birth or adoption.
- Notice that an employee has to give to take Paternity Leave has been shortened to 28 days.
- An employee will be able to divide their leave into two separate one-week periods, rather than having to take their leave in one go.

These changes promote gender equality, support parental involvement in childcare, and create more family-friendly workplaces. They contribute to building a society where individuals can thrive both in their careers and as parents.

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With effect from 6th April 2024....

Flexible working requests:

- Day one of employment right
- Employee can make 2 flexible working requests in a 12 month period
- Employee is no longer required to explain effects on proposed changes has to their employer and what solutions are available
- Employers have to consult employee with their reasoning if they are rejecting their request
- Employers must respond to each request within 2 months

These updates area a key step towards fostering workplace flexibility. Granting employees the right to request flexible arrangements from day one empowers them to balance work and personal life. Employers are encouraged to engage proactively, accommodating reasonable requests to boost satisfaction and productivity.

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Carers Leave:

- Day one of employment right
- Entitled to 1 week's unpaid leave per year, doesn't have to be taken in 1 block, can be split over 12 months, as a minimum of 0.5 of employees normal working day
- Employee has to give notice – of minimum of 3 days or twice the length of leave they plan to take; employee has to notify employer that they plan to take carers leave and how long for.
- Carer's leave can be taken for a dependant that has a long-term care need.
- Long term care need is deemed as an illness or injury, physical or mental, that requires or is likely to require either care for more 3 months.
- Care for dependants for a short-term care need should be taken using unpaid time off, dependants leave or annual leave

These changes support the role of carers, providing a legal framework for carer's leave to alleviate the burdens associated with caregiving. Employers must ensure compliance by implementing supportive policies, informing employees of their rights, and fostering an inclusive workplace culture.

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With effect from 1st July 2024....

Allocation of tips

- Employers must ensure transparency with the allocation of tips, making it easily accessible information to both employees and customers regarding their tipping policy.
- Employers are prohibited from withholding or making deductions from tips
- These changes encourage the involvement of employees in decisions regarding tip distribution.

These changes aim to enhance transparency and fairness in how tips are distributed in the hospitality industry. It encourages employers to review and adjust tipping policies to comply with the Act's guidelines, promoting accountability. For employees, it ensures fair recognition for their service contributions, fostering a supportive workplace environment.

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Expected September 2024...

The Workers (Predictable Terms and Conditions)

- This Act defines predictable T&C's of employment, encompassing factors like working hours, shifts, and pay arrangements. Its goal is to provide clear guidelines for employers when creating employment contracts, ensuring workers fully understand their rights and responsibilities.
- Employers must provide written contracts detailing the predictable T&C's of their employment.
- These contracts must be provided either at the start of employment or within a specified timeframe thereafter.
- Employers must give workers advance notice of any alterations to their work schedules, encompassing shifts, working hours, and other pertinent conditions.
- Gives employees the right to request consistent working hours or shifts to better harmonise their work obligations with personal responsibilities and preferences. Employers must review and respond to these requests promptly and fairly.

These changes ensure that workers can manage their personal and professional commitments effectively by providing them with sufficient notice of schedule changes.

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With effect from 1st April 2024....

Holiday calculations for irregular/part-year workers

- A new holiday calculation and payment system will be implemented for workers with irregular schedules or part-year working pattern.
- Applicable to holiday years beginning on or after 1st April 2024
- Employees with irregular hours or part-year roles will accumulate holiday entitlement at the conclusion of each pay period, calculated at a rate of 12.07% of hours worked.
- Employers have the flexibility to provide holiday pay either as a separate entitlement or as part of the regular pay, known as a rolled-up basis.

Clear communication with employees regarding changes to holiday entitlement and payment methods is essential to maintain positive employee relations and mitigate any potential concerns or misunderstandings.

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With effect from 6th April 2024....

Protection from Redundancy (Pregnancy and Family Leave)

Employees who are/have:

- Pregnant
- Suffered a miscarriage
- On Maternity Leave
- On Adoption leave
- On Shared Parental Leave

will now have extended lengths of protection from redundancy.

These changes are designed to safeguard the rights of employees during pregnancy and family-related leaves. Enacted to address concerns regarding discrimination against pregnant employees and those on family leave, this act aims to provide additional protections against redundancy in such circumstances.



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With effect from 1st April 2024....

National Living Wage increase

Workers
aged 21 and over
£11.44
(per hour)

Workers
aged 18-20
£8.60
(per hour)

Workers
aged 16- 17
£6.40
(per hour)

Apprentice rate
£6.40
(per hour)

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