

WELCOME TO OUR

August 2024 Newsletter

As your HR consultant, I'm bringing you a reminder of the latest updates, insights, and tips to help navigate the ever-evolving landscape of human resources.



In this edition, we will summarise the employment law changes that Labour propose and how they may impact you and your business. As well as some exciting news about how we can support with conflicts in the workplace.

Our goal is to provide you with valuable resources and support to enhance your organisation's HR practices and drive success.

Thank you for entrusting us with your HR needs, and I hope you find this newsletter informative.

Nicola

Labours employment law changes

WHAT ARE THESE CHANGES AND HOW WILL THEY IMPACT YOU, YOUR BUSINESS AND STAFF?



Contractual Considerations

Day-One Rights: Make basic rights like unfair dismissal, sick pay, and parental leave available from day one of employment.

Single Worker Status: Remove the distinction between employees and workers to provide equal basic rights and protections to all, including sick pay, holiday pay, parental leave, and protection against unfair dismissal.

Self-Employment: Ensure all self-employed individuals have a right to a written contract.

Zero-Hours Contracts: Ban one-sided flexibility; grant regular contracts after 12 weeks of consistent hours; ensure reasonable notice for shift changes and compensation for cancelled shifts.

Pay

Raise Wages: Eliminate age bandings; reform the Low Pay Commission to consider the cost of living; ensure travel time is paid; address "sleep over" hours in sectors like social care and ban unpaid internships except as part of education/training.

Sick Pay: Strengthen Statutory Sick Pay (SSP), make it available to all workers, remove the waiting period, and set a fair earnings replacement rate.

Key areas to consider:

Ensuring processes like probation, performance and disciplinary are embedded in the organisation. With rights to unfair dismissal from day one it is key that your managers follow proper process. It will be essential that you have fair and reasonable processes.

Review the different types of contact you have in place and start workforce planning in preparation of the changes that will come through.

GENERAL ELECTION

Proposed employment law changes



Employee Rights

Family-Friendly: Make parental leave a day-one right; introduce bereavement leave; protect pregnant employees from dismissal for six months post-maternity leave except in specific cases.

Tips: Ensure hospitality workers receive their tips in full and decide how tips are allocated.

Strengthen Rights: Enhance protections for pregnant workers, whistleblowers, workers made redundant, those under TUPE, and those filing grievances; reinstate the School Support Staff Negotiating Body.

Tackle Harassment: Require employers to maintain workplaces free from harassment, including from third parties.

Caring Responsibilities: Review carer's leave implementation and consider introducing paid carer's leave.

Wellbeing: Support workers' physical and mental health, and evaluate support for Long Covid sufferers.

Enforcement Rights: Extend the time limit for employment tribunal claims to six months; simplify equal pay enforcement; and establish a single enforcement body for worker rights.

Flexibility

Flexible Working: Make flexible working the default from day one, unless not feasible.

Right to Switch Off: Introduce a right to disconnect and protect workers from remote surveillance.

Dismissal Practices

Fire and Re-Hire: Improve consultation procedures with a stronger Code of Practice; adapt unfair dismissal and redundancy laws to prevent dismissals for refusing worse contracts.

General

AI: Collaborate with stakeholders to understand the impact of AI on work, jobs, and skills.

Update Trade Union Laws: Strengthen trade union access to workplaces, simplify union recognition, protect union reps, and require employers to inform employees of their right to join a union.



**GET IN TOUCH TO CHAT THROUGH
HOW ANY OF THESE MAY IMPACT YOU
AND HOW NCSHR CAN SUPPORT YOU
WITH THESE CHANGES.**



We are now an accredited Workplace Mediator!

Mediation is a voluntary process where an impartial third party helps disputing parties communicate and reach a mutually agreeable resolution.

Unlike litigation, mediation is confidential, cost-effective, and focuses on preserving relationships.

Why choose mediation?

Confidentiality

Protect sensitive information from public exposure.

Cost-Effective

Save significantly on legal fees and court costs.

Control

Parties retain control over the outcome, ensuring mutually beneficial solutions.

Efficiency

Resolve disputes faster than through traditional legal processes.

Relationship Preservation

Work on better relationships post-conflict, fostering a positive work environment.

We are dedicated to guiding you through every step of the mediation process, ensuring a fair and balanced approach.

Mediation can be particularly beneficial in the workplace for:

- Resolving employee disputes and grievances.
- Addressing conflicts between management and staff.
- Negotiating terms of employment and working conditions.
- Facilitating constructive dialogue during organisational changes.
- Mitigating potential conflicts in team settings.

Interested in hearing more about how mediation can benefit you or your organisation?

Contact us today to chat through our mediation services and how we can help you create a harmonious and productive workplace.