

MIDLANDS INSIDER MAGAZINE

HR and Employment Law Update

A raft of changes to employment law came into force in April 2024, these included:

- Changes to flexible working requests, including that such requests can now be made from the first day of an employee's service rather than after 26 weeks' employment. In addition, employees are now entitled to make two flexible working requests per year, rather than one.
- Giving pregnant employees special protection in a redundancy situation by allowing them 'first refusal' of any suitable alternative roles.
- A new right allowing one weeks' unpaid leave for those employees with responsibility for providing care to a dependent.
- Increases to the rates of National Living and Minimum wages.
- Changes to the way annual leave entitlement is calculated for irregular hours and part-year workers.

Further legislative change is likely as a General Election looms. The Government has suggested restricting the use of post-termination covenants which prevent workers from unfairly competing against former employers. If the Labour party win the election, they have pledged to introduce an Employment Rights Bill within their first 100 days of office, which is likely to unveil far reaching changes. Labour's proposals are expected to include banning zero hours contracts, amending legislation relating to Trade Unions and removing the requirement for two years' service to claim unfair dismissal.

After 20+ years as a Solicitor in private practice specialising in employment law, disciplinarys, redundancies, advising on employees and disputes for SME businesses and PLCs, Simon Bond now runs a private consultancy specialising in HR and employment advice and independent investigations. For exclusive access to a library of HR-related guidance and practical information, visit:

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