

Are your clients ready?

The New Government's HR pledges. Make sure your clients are prepared.

- Remove National Minimum Wage age bandings and enforce NMW law on travel time
- Create Fair Pay Agreements in adult social care
- Ban certain unpaid internships
- Make SSP available for all workers as a fair earnings replacement
- Ensure hospitality workers receive tips in full and workers decide how tips are allocated
- Publication of ethnicity and disability pay gaps to be mandatory for firms with more than 250 staff

- Zero hours contracts: ban 'one sided' flexibility; right to a regular contract to reflect hours worked on a zero hour contract; recompense for cancelled shifts
- Give self-employed people the right to have a written contract
- New duty on employers to inform workforce of right to join a union in their written contract
- Introduce a new right to disconnect and protect workers from remote surveillance

- Make flexible working the default from day one for all workers except where it is not reasonably feasible
- Introduce right to bereavement leave
- Examine benefits of introducing paid carer's leave

- Require employers to create and maintain workplaces and working conditions free from harassment
- Introduce liability for third party harassment
- Simplify enforcement of equal pay
- Require large employers with more than 250 employees to produce Menopause Action Plans

- Remove qualifying periods for unfair dismissal, sick pay, parental leave etc
- Strengthen existing rights and protections, including for pregnant workers, whistle-blowers, workers made redundant, workers subject to TUPE processes and those making grievances
- Remove current distinction between employees and workers
- Strengthen enforcement against fire and rehire practices
- Simplify process of union recognition; strengthen protections for trade union reps
- Extend time limit for bringing Employment Tribunal claims to six months
- Support wellbeing of workers and their long term physical and mental health



Pay



Contracts



Time off



Equality/
Harassment



Enhancing existing
rights