

Changes to Employment Legislation - 2020

Given the current hype with regard to Brexit it would be easy to lose sight of, and prepare for, the changes to employment legislation due to come into force in 2020.

These include:

1. The right to a written statement of particulars of employment from day one - this is applicable for all employees and workers.
2. A change to the Pay Reference Period when calculating holiday entitlement for those working irregular hours. This will be extended from 12 to 52 weeks (or in the case where a person is employed for less than 52 weeks, the calculation will be based on the number of weeks worked)
3. The Break of Service rules are also to change. The gap required in determining a break in service is to be extended from one week to four weeks.
4. The 'Swedish Derogation' Model is to be abolished - **all** Agency Workers will have a right to comparable pay after 12 weeks service.
5. Employees and workers will have the right to request a more stable working pattern after 26 weeks service.
6. With the extension of IR35 a new test will be put in place to determine employment status and this will be supported by new online tools to assist employers. This will ensure that employment law and HMRC regulations are compatible.
7. There are to be changes to the redundancy protection for those people who are pregnant or on maternity leave. I believe that this will also be the case for those on paternity.
8. Statutory Parental Bereavement Pay will be introduced for those who lose a child under the age of 18 years.

This is likely to add to the workload of HR professionals who will need to review and make changes to employment contracts as well as ensure that the employer acts within the newly amended legislation.