

New Government Changes

Are you ready for the proposed changes to employment under the new Government?

Below is an 'At-a-glance' summary of the proposed changes that Labour have outlined since coming in to power.

Some of the changes proposed are likely to be included in the following:

- An Employment Rights Bill
- A draft Equality (Race and Disability) Bill

Other changes will not require primary legislation in order to be put in place.

Proposals are based on information given in the King's Speech, Labour General Election 2024 Manifesto and related party policy papers. It is provided as an estimate only, and therefore should not be relied upon. The content may change as it will be updated to reflect developments.

If there is anything in this document that you would like to discuss in more detail, please contact membership@bossfederation.co.uk to explore the support available.



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Proposed change	Possible impact on our members	Potential timeline	Likely actions to consider
<p>National Minimum Wage -</p> <p>Scrap the lower rate of pay for 18-20 year-olds, bringing this age group in to National Living Wage</p>	<p>Increased cost implications of employing younger people.</p> <p>Further reduction of differentials in pay between skilled and unskilled workers</p>	<p>Potentially within the first year, for implementation April 2025</p>	<p>Budgets and succession planning</p> <p>Review pay increases in general across entire workforce</p>
<p>Contracts – zero hours -</p> <p>Workers will have a right to request a contract reflecting the number of hours they regularly work</p>	<p>Employees will have greater rights not to be exploited. Potentially reducing flexibility of manpower within the business</p> <p>If a shift is cancelled, there may be cost implications, due to compensation being paid for cancelling shifts</p>	<p>Potentially within the first year</p>	<p>Review current workforce and assess use of casual workers. Re-evaluate use of zero hours contracts</p>

<p>Day-one Rights:</p> <p>1.Unfair dismissal</p> <p>Removal of the two-year qualifying period to claim unfair dismissal</p>	<p>Potential statutory code governing a fair and transparent process for managing probation periods</p> <p>Potential increase in number of Tribunal claims</p>	<p>Potentially within the first year</p>	<p>Update probation policy</p> <p>Changes to disciplinary policy</p> <p>Changes to employee handbook and contracts</p> <p>Changes to recruitment procedure</p>
<p>2.Parental Leave</p> <p>Rights to leave and pay from day one</p>	<p>Cost implications of pay for parental or other family leave (currently parental leave requires 26 weeks service)</p>	<p>Maybe longer term</p> <p>Further details awaited</p>	<p>Changes to policy and contracts</p>
<p>3.Statutory Sick pay</p> <p>Removal of three waiting days and the lower earnings limit.</p>	<p>Potential increase in sickness absence levels with resulting cost to the business. Currently, 1.5m people earn below the lower earnings limit (£123 per week)</p>	<p>Potentially within the first year</p>	<p>Changes to policy and contracts</p>
<p>4.Flexible working</p> <p>Flexible working to be the default position for all workers</p>	<p>The valid business reasons for refusing flexible working requests are likely to be reduced - increasing burden on employers to manage remote workers</p>	<p>Potentially within the first year</p>	<p>Changes to policy and contracts</p>
<p>5.New mothers</p> <p>Strengthen protection from unfair dismissal for new mothers, except in specific circumstances</p>	<p>Making it unlawful to dismiss someone who has had a baby for six months after their return to work, except in limited circumstances</p>	<p>Maybe longer term</p> <p>Further details awaited</p>	<p>Potential change to maternity policy</p>
<p>Worker Status</p> <p>Create a single category of worker status – removing distinction between ‘employee’ and ‘worker’ rights</p>	<p>This may lead to giving workers the full quota of rights currently enjoyed by only ‘employees’</p>	<p>Maybe longer term</p> <p>Further details awaited</p>	<p>Consideration of workforce planning and types of contracts offered to staff</p>

<p>Changing terms</p> <p>End 'Fire and rehire' practices, replace the previous statutory code, which it describes as 'inadequate'</p>	<p>Ending so-called 'fire and rehire' practices unless there is genuinely no alternative to allow the employer's business to remain viable and a process involving workforce engagement has been followed</p> <p>Potentially Increasing consultation time and stronger penalties</p>	<p>Potentially within the first year</p>	<p>Actions to be considered at the relevant time if applicable</p>
<p>Tribunal time limits</p> <p>Increased time limit of six months for making claims</p>	<p>Possible increase in claims and longer window of risk management for employers</p>	<p>Maybe longer term</p> <p>Further details awaited</p>	<p>Take on board the expert advice of your BPIF HR Business Partner to minimise your risk of tribunal claims</p>
<p>Redundancy</p> <p>Changing the collective consultation trigger from single workplace to include whole business</p>	<p>For larger organisations and group companies, there may be an increased obligation to consult collectively, as trigger to include staff affected across the whole business, not just a single establishment/place of work</p>	<p>Maybe longer term</p> <p>Further details awaited</p>	<p>Update policies and consider implications across wider business</p>
<p>Single Enforcement Body</p> <p>Plan for a single enforcement body – the Fair Work Agency</p>	<p>The Fair Work Agency will monitor the enforcement of workplace rights, possibly meaning greater scrutiny than current arrangements</p>	<p>Potentially within the first year</p>	<p>Actions to be considered at the relevant time if applicable</p>
<p>Carer's Leave</p> <p>Statutory paid leave in line with other statutory rates of pay</p>	<p>Paid - cost to the employer</p>	<p>Maybe longer term</p> <p>Further details awaited</p>	<p>Potential change to policy and contracts</p>
<p>Right to disconnect</p> <p>Introduce a new 'right to switch off' and protect staff from excessive contact outside core hours</p>	<p>Potentially may limit access to important or senior staff members outside of core working hours</p>	<p>Maybe longer term</p> <p>Further details awaited</p>	<p>Actions to be considered at the relevant time, although best practice ideas -</p> <p>Open conversations relating to working hours and expectations; clearly set performance expectations; understanding reasonable contact outside of working hours</p>

<p>Statutory Bereavement Leave</p> <p>Statutory paid leave in line with other statutory rates of pay</p>	<p>Increased cost - providing opportunity to support staff at most difficult times in life</p>	<p>Maybe longer term</p> <p>Further details awaited</p>	<p>Change to policy and contracts</p>
<p>Sexual Harassment</p> <p>Extend current protection against sexual harassment to third parties</p>	<p>Huge implications for companies dealing with customers, clients and general members of the public - greater obligation to proactively prevent sexual harassment</p>	<p>Maybe longer term</p> <p>Further details awaited</p>	<p>Review risks and take action to update policies and train staff</p>
<p>Menopause – action plan</p> <p>Requirement to take proactive action to better support employees at this stage in their lives</p>	<p>Menopause Action Plans will be required for businesses with 250+ employees</p>	<p>Maybe longer term</p> <p>Further details awaited</p>	<p>If business is in scope, consider proactive measures that could be taken to support employees and draw up Action Plan</p>
<p>Trade Unions</p> <p>Remove ‘unnecessary restrictions’ on trade union activity, including:</p> <ul style="list-style-type: none"> - Strikes (Minimum Service Levels) Act - Easier statutory recognition - New reasonable right for union representatives to access workplaces 	<p>Impact on union and non-unionised sites</p> <p>Rules on strike action and protection for union reps and members increased</p> <p>Statutory recognition is likely to be made easier</p> <p>Allow unions to visit site as and when</p>	<p>Potentially within the first year</p>	<p>Review employee engagement strategies, assess exposure to statutory recognition</p>
<p>Introduce draft Equality (Race and Disability) Bill</p> <p>An additional Bill designed to offer ‘the full right to equal pay for ethnic minorities and disabled people’</p> <p>Introduction of mandatory ethnicity and disability pay reporting</p> <p>This will apply to all of the UK, mirroring existing gender pay reporting and equal pay legislation</p>	<p>Greater obligation on larger employers (250+ staff) to be transparent about their pay rates and to ensure equal pay for all workers, regardless of ethnicity or disability</p>	<p>Potentially within the first year</p>	<p>If in scope, consider impact once further details are provided</p>

<p>Consultation with employees</p> <p>Enforcing employers to involve employees, trade unions and other stakeholders in health & safety change</p>	<p>Potential challenges with additional views</p> <p>Extended decision-making process, longer timeline to introduce change</p>	<p>Potentially within the first year</p>	<p>H&S committees introduced, formal management programme</p> <p>Training on structure and approach to committee meetings</p> <p>Improved communication channels of information</p> <p>Virtual platform for off-site personnel involvement</p> <p>Suggestion boxes, surveys or newsletters</p>
<p>Building safety (Building Safety Act)</p> <p>Focus on 'built to last'; equipment testing and safety documentation; prevention of certain materials i.e. reynobond PE55</p>	<p>Potential backlog due to available workers</p> <p>Lack of materials or workers could lead to forced temporary solutions</p> <p>Increased cost of materials, overall project cost increased</p> <p>On-site installations may require additional training to manage on-site projects</p>	<p>Potentially within the first year</p>	<p>Approved list of contactors</p> <p>Pre-tender competency questionnaire</p> <p>Higher level of planning documentation; emphasis on risk assessments and method statements (RAMS)</p> <p>Equipment testing</p>
<p>Terrorism (Protection of Premises)</p> <p>'Martyn's Law' is looking at improving safety and security of public venues against terrorist attacks - venues and local authorities to hold plans of terrorism prevention & response</p>	<p>Potential to enhance security measures</p> <p>Enhanced safety and security training; emergency response procedures, and evacuation plans</p> <p>Potential cost implications on event management</p>	<p>Potentially within the first year</p>	<p>Registration of event management introduced</p> <p>Annual risk evaluation of terrorism plus enhanced risk assessment for larger events</p>