

AdviserPlus HR

April 2019 Employment Law Update Timeline

2019

1 January 2019

Regulations on executive pay ratio reporting introduced

1 April 2019

National Minimum Wage rises
Armed Forces introduce Flexible working

6 April 2019

Employment Tribunal Awards Limits Increase

Increases to income tax allowances and threshold come into force

Increase in minimum contribution level for pensions auto-enrolment takes effect

Statutory sick pay rises

Maximum penalty for a aggravated breach increases to £20,000

Increases to income tax allowances the thresholds come into force

Employment tribunal award limits increase

7 April 2019

Statutory Maternity pay and other family-related statutory pay rates increase

2020

6 April 2020

Reform to intermediaries legislation (IR35) is extended to private sector

Increase in holiday reference period from 12 weeks to 52 weeks

Abolition of the Swedish derogation relating to pay for agency workers

Reduction to threshold for a request to set up information and consultation arrangements
Extension of the right to a written statement to all workers

April 2020 (To be confirmed)

New legislation to ensure that tips and gratuities go to staff

Increase to the length of time required for continuity of employment to be broken

New right for workers to request a more stable contract

New check-off arrangements take effect

Whistle blowers protected when applying for jobs in children's social care sector

Income tax personal allowance linked to national minimum wage

Public-sector exit payments become repayable

Public-sector exit payments capped