

Employment Law Update

November 2019

Year Round Up

January 2019

Executive Pay Ratio Reporting

From January 2019, regulations were made under the Companies Act 2006 require UK listed companies with more than 250 UK employees to report annually on the pay gap between their chief executive and their average UK worker.

The first reports are due in 2020.

April 2019

Pay Slips Changes

From April 2019 there are two important changes to the Employment Rights Act 1996, affecting pay slip information.

Employers must include the total number of hours worked where the pay varies according to the hours worked, for example under variable hours or zero-hour contracts. Payslips must be given to 'workers' and not just employees.

Flexible working introduced in the Armed Force

From April 2019 regulations were amended in relation to the terms of service of enlisted personnel who are not commission officers to allow for two types of flexible working. Part-time working allows personnel to agree days on which they are not required to be available for active service. "Service on a restricted separation basis" enables restrictions to be placed on the number of days on which personnel can be required to perform duties away from a specified place. The two types of flexible working are known collectively as "flexible service."

Injury to feelings (Vento Bands) increase

In April the government announced that the compensation a tribunal can award for injury to feelings in discrimination cases – known as the Vento bands – will increase in line with the retail price index.

The most serious cases (upper band) awards moved to between £26,300 to £44,000. Cases that do not merit an award in the upper banding will move to a compensation ranging from £8,800 - £26,300. The level of compensation in less serious cases is between £900 to £8,800. Awards in excess of £44,000 will be awarded only in the most exceptional cases.