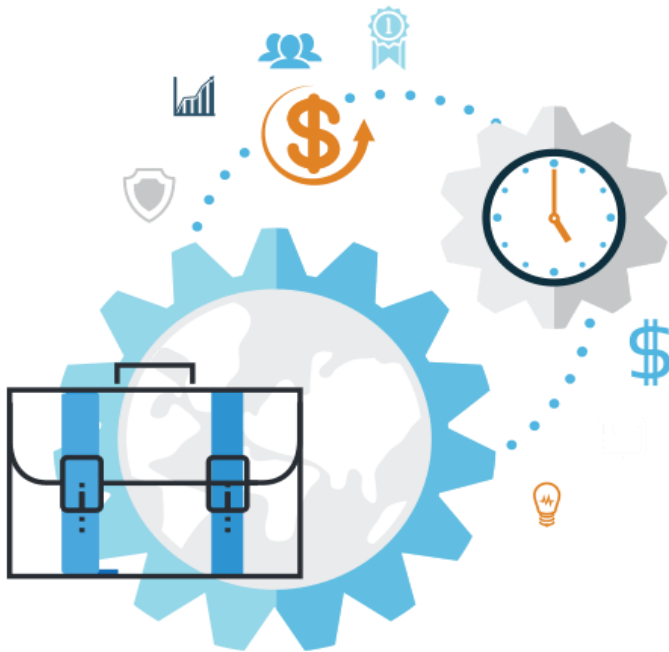


Employment Law Round Up 2019



January 2019

- Employment Rights Regulations Amendment
- Agency Regulations 2019

February 2019

- Consultation on extending redundancy protection for woman and new parents

March 2019

- EU citizens who arrive in the UK after 30 March 2019 transition rules

April 2019

- National Minimum wage increases
- Flexible working introduced to the armed forces
- Gender pay gap reporting
- 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 increases

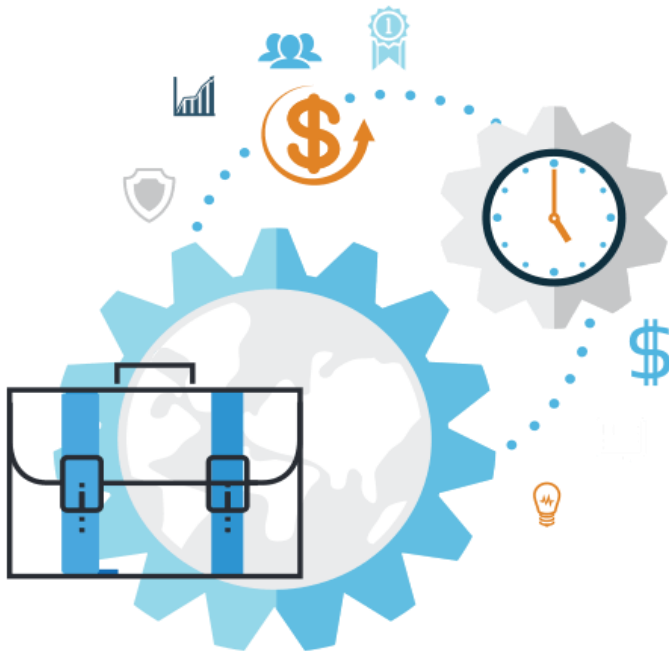
November 2019

- List of prescribed persons to whom may make a protects disclosure amended

December 2019

- Mixed sex civil partnerships are introduced in England and Wales

Upcoming Employment Law 2020



April 2020

- Increase in holiday reference period from 12 to 52 weeks
- Reform to intermediaries legislation (IR35) is extended to private sector
- Abolition of the Swedish derogation relation to pay for agency works
- Reduction to threshold for a request to set up information and consultation arrangements
- Extension of the right to a written statement to all workers
- Change to tax treatment to termination payments above £30,000 introduced
- Parental leave bereavement leave rights take effect

To be Confirmed

- Technical amendments to employment law to ensure smooth Brexit take effect
- New legislation to ensure that tips and gratitude's go to staff
- Increase to the length of time required for continuity of employment to be broken
- New Check off arrangements take effect
- New right for workers to request a more stable contract
- New pensions dashboard service introduced
- Whistle-blowers protected when applying for jobs in children's social care
- Public Sector exit payments capped
- Income tax personal allowance linked to national minimum wage