

The Key Employment Law Changes upcoming in 2020 for your SME Workforce



Abolition of the Swedish Derogation - also known as the 'pay between assignments' contracts which would previously see agency workers agree a contract that would remove their rights to equal pay with permanent counterparts after 12 weeks working at the same assignment. These will no longer be permissible and agency workers who have been in their employment for 12 weeks will be entitled to the same pay as those on permanent contracts.



From 6 April 2020, the reference period to calculate a 'week's pay' for **holiday pay** purposes will be extended from the previous 12 weeks of work to the previous 52 weeks.



In September 2018, a new workplace right for paid leave to be given to bereaved parents was officially enshrined in law the first of its kind in the UK, the **Parental Bereavement Leave and Pay Act 2018** is expected to come into force in April 2020. It will give employed parents the right to two weeks leave if they lost a child under the age of 18 or suffer a stillbirth from 24 weeks of pregnancy.



New right to a written statement of terms - Currently, employees who have been continuously employed for more than one month must be provided with a written statement of terms within two months of employment commencing. From 6 April 2020, all new employees and workers will have **the right to a statement of written particulars from their first day of employment**. Additional information will have to be included as part of the extended right.



National Living Wage (NLW) - Low-paid workers will receive a 6.2% pay rise with a new NLW of £8.72 per hour, the biggest cash increase ever, the Government announced on 31st December 2019. The new rate starts on 1 April 2020 and results in an increase of £930 over the year for a full-time worker on the NLW. Younger workers who receive National Minimum wage will also see their pay increased of between 4.6% and 6.5%, dependant on their age, with 21-24 year olds seeing a 6.5% increase from £7.70 to £8.20 an hour.