

8 APRIL 2020

L02-20 | EMPLOYMENT LAW CHANGES 2020

Introduction

Important changes to employment rights took effect on 6 April 2020. The briefing summarises those changes.

New right to a written statement of terms

Law up to 5 April 2020

Employees with one month's service must be provided with a written statement of main terms that explains pay, working hours and other terms.

Law from 6 April 2020

All new employees and all workers (see <https://www.acas.org.uk/checking-your-employment-rights>) must be provided with a written statement of main terms on their first day of employment. Additional information will have to be included (see <https://www.acas.org.uk/what-must-be-written-in-an-employment-contract/what-the-written-terms-must-include>).

These changes are not retrospective. Current workers can request an updated written statement that includes the additional information.

Holiday pay reference period adjustment

Law up to 5 April 2020

The calculation of holiday pay can be complicated, particularly for those with variable hours and variable rates of remuneration. Currently, the holiday pay reference period is 12 weeks.

Law from 6 April 2020

The reference period will increase from 12 weeks to 52 weeks. Any weeks not worked or where no pay was received should be discarded to calculate the average weekly pay. It is hoped that this change will help to even out the variation in pay for workers, particularly those in seasonal or a typical roles (See <https://www.acas.org.uk/checking-holiday-entitlement/calculating-holiday-pay>).

New parental bereavement law

Law up to 5 April 2020

There is no current law.

Law from 6 April 2020

Under the new law, bereaved parents will have the right to two weeks' leave following the loss of child under 18. Leave can be taken in one two-week block or in two one week blocks (see NALC's February legal update).

Agency workers

Changes will provide greater protection for agency workers in respect of pay parity.

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