

Forthcoming Legislation Changes

UK Employment Law Update Summary

8/5/2023

Extra bank holiday to mark the Coronation of King Charles



To be confirmed

Flexible working rules to be amended, including:

- making it a day-one right
 - require employers to consult with their employees, as a means of exploring the available options, before rejecting a flexible working request
 - allow two requests in any 12-month period
 - reduce time to respond to requests to within two months
 - remove the requirement for employees to set out how their employer might deal with the impact of the request.
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To be confirmed

Statutory Neonatal Leave and Pay to be introduced. This will provide employees with up to 12 weeks paid leave if their child (aged under 28 days) requires a hospital stay of over seven days.

To be confirmed

A new statutory code on "fire and re-hire" to be introduced.

To be confirmed

Employers to be given a new legal duty to pass on all tips to workers; it will be unlawful to withhold tips, including service charges on credit cards. A statutory code of practice will be introduced to outline how tips should be fairly distributed.

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To be confirmed

A duty requiring employers to prevent sexual harassment will be introduced, including explicit protections from third-party harassment. The time limit for bringing related claims will be looked at and possibly extended to 6 months.

To be confirmed

New law prohibiting confidentiality clauses in contracts or settlement agreements from preventing disclosures to the police, regulated health and care or legal professionals to be introduced.

To be confirmed

New law requiring confidentiality clauses to set out their limitations to be introduced.

To be confirmed

Laws on criminal record disclosures to be amended, reducing the disclosure period for sentences lasting four years or less.

To be confirmed

Redundancy protection for new and expectant parents to be extended to 18 months from the beginning of leave (maternity, adoption, shared parental) and throughout pregnancy.

