

Spring 2024 Employment Law Update:

Development	Implementation Date	Effect on contract of employment?	Effect on policy?
TUPE: No longer a requirement to consult with affected employees via representatives if their business employs fewer than 50 employees; or (from 1st July) where TUPE transfer involves fewer than 10 employees.	1st January 2024 1st July 2024	No. Procedural change	No. Procedural change
Legislation clarifying meaning of "normal remuneration" for Reg 13 Leave (WTR 1998) first 4 weeks' of leave.	1st January 2024	Yes – holiday pay to include commission, overtime, and OTHER payments.	Holiday Policy Pay and Benefits Policy Bonus/Commission Policy
Right to work fines increase to £45,000 per illegal worker.	1st January 2024	Requirement to hold right to work should already be included.	Right to Work Policy
Immigration. Relaxation on rules for visitor visas to permit client facing work.	31st January 2024	Yes, if overseas workforce.	Global Mobility Policy
Changes to timing and notice of paternity leave.	Employees with an expected week of childbirth after 6th April 2024	All paid leave entitlements must be stated.	Maternity and Family Friendly Policy/ Paternity Policy/Adoption Policy
Holiday entitlement for irregular hours workers and part-year workers calculated at 12.07% of hours worked. Rolled-up holiday pay allowed for irregular and part-year workers.	Holiday years from 1st April 2024	Yes, if irregular hours, part-year worker or casual contract.	Holiday Policy
National living wage extends to 21-year-olds and above and all rates increase.	1st April 2024	Yes, rate of pay if applicable.	No. Payroll change.
Enhanced redundancy protection for pregnant employees and those returning from family leave until 18 months after expected week of child-birth (EWC).	6th April 2024	No. Procedural change.	Redundancy Policy Maternity and Family Friendly Policy
Changes to flexible working request rules.	6th April 2024	No. Procedural change.	Flexible Working Policy
Unpaid carer's leave.	6th April 2024	No – unless unpaid leave is specified.	Absence Management Policy Carer's Policy
Tips to workers without deductions.	Expected 9th May 2024	Yes. Pay and Benefits (if hospitality or relevant sector)	Pay and Benefits Policy Allocation of Tips Policy (if hospitality or relevant sector)

