



one of the team



**HR &
EMPLOYMENT LAW**

How our team can help you look after yours

HR & Employment Law services from Stallard Kane

HEALTH & SAFETY

TRAINING

HR & EMPLOYMENT LAW

COMPLIANCE

Employment Law Updates 2024

A Quick Reference Guide



The Carers Leave Act Regulations 2023	6th April 2024	From day 1 of employment, employees will be entitled to take up to one week's unpaid leave in a 12-month period to care for a dependent with long-term care needs.
Changes to Statutory Paternity Leave.	6th April 2024	Fathers will be entitled to split their paternity leave into 2 blocks of 1 week and will be entitled to take their leave at any point within 52 weeks of the child's birth (rather than 8 weeks as it is currently). Under the new regulations they must inform their employer of their intention to take leave by the 15th week before the expected week of childbirth but are only required to provide 28 days' notice of the dates that they intend to take each period of leave.
Pregnancy and Family Leave Act 2023 (Protection from Redundancy)	6th April 2024	Currently, any employee at risk of redundancy who is on maternity leave, adoption leave or shared parental leave is in a "protected period" and has the right to be offered first refusal of any suitable alternative vacancies. Under new legislation, the protected period will be extended and remain in place for up to 18 months after the expected week of childbirth (or 18 months from placement for adoption), rather than end on the employees return to work.
The Flexible Working (Amendments) Regulations 2023	6th April 2024	Employees will have the right to request flexible working from day one of employment (rather than having to wait 26 weeks) and will be entitled to make not only one, but two requests per year. Employers must make a decision on the request within 2 months (rather than the existing 3).
The Employment (Allocation of Tips) Act 2023	May 2024	It will become a legal requirement for tips, gratuities and service charges paid by customers to be distributed fairly to workers, without deductions, no later than the end of the following month after receipt from the customer.
Changes to TUPE consultation requirements.	Applies to any TUPE transfer which takes place on or after 1 July 2024.	Small businesses (with fewer than 50 employees) undertaking a transfer of any size, and businesses of any size undertaking a small transfer (of fewer than 10 employees), will be entitled to consult with employees directly, but only if there are no existing worker representatives in place. (under The Employment Rights (Amendment, Revocation and Transitional Provisions) Regulations 2023)
The right to request a more predictable working pattern - The Workers (Predictable Terms and Conditions) Act 2023.	September 2024	Legislation will grant irregular hours and fixed-term workers the right to request a more predictable working pattern. Employers will have the right to refuse a request provided they have a business reason for doing so. It is anticipated that the overall process will broadly reflect the existing process for handling flexible working requests.
Sexual Harassment in the Workplace - The Worker Protection (Amendment of Equality Act 2010) 2023.	26th October 2024	Will impose a new obligation on employers to take reasonable steps to prevent sexual harassment in the workplace. Failure to do so could give rise to the tribunal awarding a claimant additional compensation of up to 25%.

Legislative change Expected date Key details

Equality Act (2010) Amendments.	1st January 2024	Employees' existing level of protection under the Equality Act has been maintained. The right to claim indirect discrimination 'by association' with others has been added. The definition of disability has been updated to include a reference to "a person's ability to fully participate in working life on an equal basis with other workers".
Working time record keeping requirements.	1st January 2024	The legal requirement to keep records of daily working hours for all staff has been removed but employers are still required to keep adequate records of working time to evidence compliance with working time and minimum wage regulations. (under The Employment Rights (Amendment, Revocation and Transitional Provisions) Regulations 2023)
Re-introduction of rolled up holiday pay for irregular hours and part-year workers.	Applies to annual leave years starting on or after 1st April 2024.	Rolled up holiday pay is where employers pay an additional amount on top of an employee's standard hourly rate of pay to represent their holiday pay entitlement. This practice has been unlawful since 2006; however, the Government has reintroduced rolled-up holiday pay for irregular hours workers and part-year workers. If implemented, holiday pay should be itemised separately on an employee's pay slip. (under The Employment Rights (Amendment, Revocation and Transitional Provisions) Regulations 2023)
Holiday pay calculations for irregular hours and part-year workers.	Applies to annual leave years starting on or after 1st April 2024.	The government has committed to re-introducing the 12.07% method as a means of calculating annual leave for irregular hours workers (including those who work under a zero hour contract) and part-year workers. (under The Employment Rights (Amendment, Revocation and Transitional Provisions) Regulations 2023)
The Carers Leave Act Regulations 2023	6th April 2024	From day 1 of employment, employees will be entitled to take up to one week's unpaid leave in a 12-month period to care for a dependent with long-term care needs.

Stallard Kane is a specialist risk management service provider offering expert advice and solutions in Health and Safety, HR, Risk Solutions and Training.

We deliver a well-rounded range of services that have proven to reduce the likelihood of, and successfully defend, claims made against a business.

Our knowledgeable in-house teams work collaboratively, creating a network of industry specialists who can offer a full 360 approach to risk management.

Understanding that no one size fits all, we tailor our services to meet each company's needs. We pride ourselves on offering accessible, effective answers to any query.

We offer comprehensive solutions to a range of workplace and premises risk management issues, which have proven to both lower the likelihood of claims and defend against them.



Health & Safety Solutions

- Health and Safety services customised to meet business needs
- Contracted packages available
- Dedicated Health and Safety Advisors involved in creating, implementing, and managing health and safety systems
- Annual audits, policy and procedure assistance, and on-premises support
- Businesses matched to industry experts
- Unlimited telephone and email support, access to an online portal, and materials to manage risk
- Services include (but are not limited to):
 - Safe System of Work Development
 - Risk Assessments
 - Accident Investigation
 - Construction Phase Plans Fire
 - Risk Assessments

Employment Law & HR Solutions

- Expert advice to meet the standards set by UK employment law
- Dedicated HR advisor assigned to the business, available at any time
- Annual HR Audits on-site by an advisor
- Employee handbook, policies, procedures, and terms and conditions of employment are reviewed annually
- Services include assistance and support with:
 - Disciplinarys
 - Grievances
 - Capability processes



OUR VISION

To positively impact every business we connect with

OUR MISSION

To ensure our services are easily accessible to any organisation that needs our help

Training Solutions

- Tailored training services to meet specific business needs
- Fast, bespoke responses to a wide range of training needs
- Compliant training in line with legislation
- UK-wide training solutions across multiple industries
- Services include (but are not limited to):
 - IOSH qualifications
 - First Aid
 - UKATA Asbestos Awareness
 - IATP non-licensed Asbestos
 - Construction safety schemes
 - Fire Marshal
 - Wellbeing
 - Plant Equipment Training and Testing
 - COSHH Awareness

Risk Solutions

- Network of specialist consultants, experienced engineers, certified inspectors and qualified surveyors
- Advisors will provide practical solutions to address specific risks faced by businesses
- Practical and accessible service, combined with realistic advice on the implementation of actions required to achieve compliance with Health & Safety legislation.
- Services cover all aspects of workplace risk and statutory inspection, including:
 - Electrical Inspection and Testing
 - Fire Safety Services
 - DSEAR and ATEX Assessments
 - Asbestos Management Services
 - Legionella and Water Hygiene
 - Occupational Health Assessments
 - Workplace Exposure Assessments
 - including Noise Sampling, Air Quality and Vibration



Our extensive experience, coupled with our friendly and personal service, has helped keep thousands of companies across the UK safe and compliant for over 20 years.

Stallard Kane helps you and your clients easily navigate the ever-changing risk management landscape. We build relationships through clear communication, trust and collaboration and aim to impact every client we connect with positively. Our team offers you the peace of mind that comes with knowing your clients' concerns are solved, allowing you to focus on supporting your clients and both reducing the likelihood of and successfully defending claims against your clients' businesses.

If you'd like to find out what Stallard Kane can do for you, call 01427 678 660 or email hr@skaltd.co.uk and one of the team will be happy to help



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