

The Labour Party’s new Employment Rights Bill is said to be one of the largest employment law shake ups since the 1970’s.

With a bold tag line ‘Make Work Pay’ what does that mean and how will it be implemented? The idea behind Labour’s intentions, affirmed during the King’s Speech of 17th July 2024 is that work should provide a sufficient income to ensure a decent standard of living.

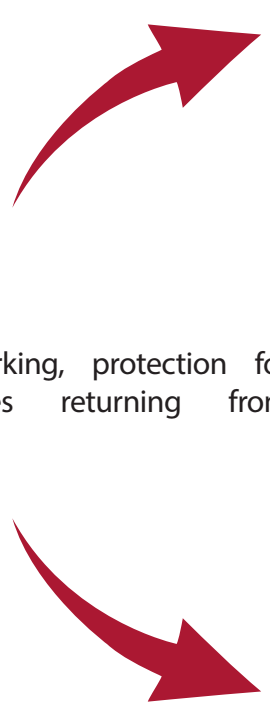
Here’s what we know so far on the Bill and what you can do to get ahead:

## Worker Protections

Labour pledges to harmonise employee and worker status to provide day one rights for all workers.

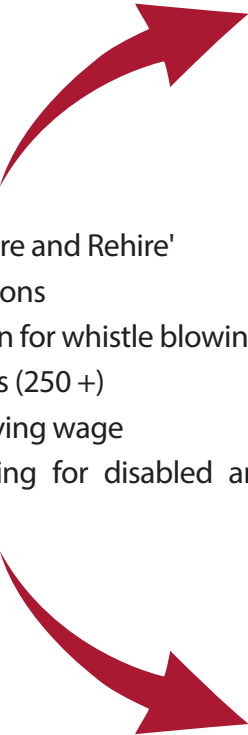
What should Employers do to prepare and ease their introduction?

Proposed Changes	Suggested Resolutions	✓
<ul style="list-style-type: none"> <li>• Unfair Dismissal rights</li> <li>• Statutory Sick Pay</li> <li>• Parental Leave</li> <li>• Default Flexible Working, protection for pregnant employees returning from maternity leave</li> </ul>	<ul style="list-style-type: none"> <li>• Full review of all handbooks, contracts and policies ensuring clear and transparent terms relating to SSP, parental leave, flexible working requirements and probations</li> <li>• Strict use of Probationary Periods, ensuring they fit the business needs and requirements, allow for structured reviews</li> <li>• Fully trained Line Managers on how to conduct meetings, rights available to workers, business needs and operational requirements, contractual provisions for those they manage</li> <li>• Considerations for storage and adaptability of contracts, handbooks, and policies</li> <li>• Case Management or document systems to track absences, reasons, special circumstances</li> <li>• Open dialogue and communications with employees</li> <li>• Expert Legal and HR advice</li> </ul>	<input checked="" type="checkbox"/>  <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



## Promoting Fair Practices

Strengthening of current practices and conduct within all businesses to tighten, promote transparency and fairness in the workplace.

Proposed Changes	Suggested Resolutions	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Restrictions on use of 'Fire and Rehire'</li> <li>Tightening of consultations</li> <li>Strengthened protection for whistle blowing</li> <li>Menopause action plans (250 +)</li> <li>Creation of a genuine living wage</li> <li>Mandatory pay reporting for disabled and ethnic workers</li> </ul> 	<ul style="list-style-type: none"> <li>Refined approach to restructures within the business, openness and transparency on business needs and rationale for decision making</li> <li>Considerations and enhancements to redundancy practices and procedures allowing for greater consultation, considerations of alternative options with genuine meaningful dialogue</li> <li>Expert support in identifying the correct pool of individuals combined with independent and open selections</li> <li>Sufficient training for all responsible</li> <li>Online access to policies and practices for ease of use and revisions, if and when required</li> <li>Clear contractual provisions</li> <li>Menopause café, group, EMP services, counselling, consideration of reasonable adjustments, mental health first aiders, wellbeing time off, suitably trained managers</li> <li>Freedom for individuals to raise worries and concerns</li> </ul>	<input type="checkbox"/>  <input type="checkbox"/>  <input type="checkbox"/>  <input type="checkbox"/>  <input type="checkbox"/>  <input type="checkbox"/>  <input type="checkbox"/>

Principally the government believes these measures are expected to improve individuals' quality of work life balance combined with greater financial security. Additionally, the government considers these changes will contribute to a fairer and more equitable workplace, which can, in turn, lead to a more motivated and productive workforce.

Overall, while there may be challenges in adapting to these changes, they also present an opportunity for small businesses to invest in their workforce, potentially leading to a more loyal, productive, and stable team. It's important for small business owners to stay informed about these changes and plan accordingly.

**Sills & Betteridge Employment Law Team provide specialist representation and advice on complex contentious tribunal cases and non-contentious HR and employment matters, policies and procedures from their large network of offices in Lincolnshire, Yorkshire and the East Midlands.**

**For details of the team, their specialisms and contact details please see [here](#).**