

Employment Law Updates for 2024

January 22, 2024

The article highlights the employment law changes upcoming in 2024 that HR professionals and business leaders need to be aware of that will likely have a practical impact on their organizations and employees. This includes changes regarding:

- Transfer of Undertakings Protection of Employment (TUPE) consultations;
- redundancy protection;
- holiday pay for atypical workers;
- annual leave carry-over;
- sexual harassment training, policies and procedures;
- flexible working requests;
- predictable working hours protections;
- carer's leave;
- paternity leave rights; and
- non-compete clause limits.

Employers must also watch for the upcoming General Election, as the Labour Party has made a "cast iron commitment" to produce an Employment Rights Bill. The bill is likely to include day-one rights, such as the right not to be unfairly dismissed (i.e., changing this from its current two-year limit); uncapped unfair dismissal awards; and a single definition of 'worker' memorializing gig economy rights (e.g., to holiday pay, zero-hours contracts ban, and the practice of firing and rehiring).

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