# Employment Law

**Preparing For Change** 

### Workshop Objectives

- Understand the key proposed changes to workplace rights and employment law.
- Develop actionable plans to address changes in their workplaces
- Consider tools and strategies to address these changes.

### Agenda

- ▶ Introduction
- Mentimeter Poll
- Brief Overview of Proposed Changes
- ▶ Group Activities
- Group presentations on findings and discussion
- ► Action Plans
- Questions

### Question:

"How prepared do you feel to respond to changes in employment law in your workplace?"

(Rating scale from 1-5)



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### Angela Rayner's 7-point plan

- Gradual return of sectoral collective bargaining
- 2. Ban fire and rehire
- 3. Day 1 employment rights.
  - ▶ Including changes to:
    - parental leave,
    - sick pay,
    - unfair dismissal,
    - flexible working.

- 4. Ban on zero hours contracts
- 5. Right to switch off
- 6. Changes to Minimum Wage
- 7. Repeal of 2016 Cameron and 2022 Sunak anti-union laws.
  - Including
    - redundancy laws and protections
    - Trade Union and industrial action

### Changes – Employment Bill

#### 1. Sectoral bargaining

▶ Initially in the care sector

#### 2. Fire and Rehire

- make it automatically unfair to dismiss an employee for not agreeing to a change in contract
- or to dismiss to enable reemployment on different terms

#### 3. Day 1 employment rights

- Unfair Dismissal qualifying period removed
- ► Family friendly rights
  - ▶ Paternity leave
  - Parental and Bereavement unpaid leave
  - ▶ Flexible Working
  - ► Statutory Sick Pay
  - ▶ Pregnant and new mothers
  - ▶ Menopause

## Changes – Employment Bill

- 4. Zero and minimum hours contracts
  - No outright ban
  - Guaranteed hours reflecting true hours worked
  - Optout for those who want zero hours
- 5. Right to switch off
- 6. Changes to Minimum Wage
- 7. Repeal of Cameron and Sunak anti-union legislation.

- 7. Repeal contd: including
  - Written Statement to right to join Trade Union
  - Reduction of Statutory Recognition requirements
  - Collective redundancy
- Duty to prevent sexual harassment and whistleblower protection
- Gender pay gap reporting
- ▶ Tips and Gratuities

Enforcement - Setting up a Fair Work Agency - enforcement

## Changes – Using existing legislation

- Ban on unpaid internships
- Electronic balloting for trade union ballots.
- New Fair Payment Code
  - tackling late payments for self employed
  - commitments to paid travel time
- Right to Switch Off
  - a statutory Code of Practice.
- Minimum Wage removal of Age Bands

- ▶ Terminal Illness support
  - Dying to Work Charter
- Modernising health and safety guidance
- Equality
  - enacting the socioeconomic duty in public sector
  - Menopause guidance on Health and wellbeing
- Equality (Race and Disability) Bill (Autumn 2024)

### Changes – Longer Term

- Parental Leave Review
- Carer's Leave Review
- Surveillance technologies
- ► Single 'worker' status
  - Self-employed right to written contract
  - Extending blacklisting protections and
  - Extending health and safety protections.
- ► TUPE
- Review health and safety guidance and regulations

- Raising Collective grievances
- report their ethnicity and disability pay gap
- public procurement
  - social value mandatory
  - use to raise standards on employment rights;
  - must carry out a proportionate public interest test
- Extend the Freedom of Information Act to private companies that hold public contracts

### Group Activities - Breaking Down the Legislation

Group 1: Sectoral collective

bargaining and union rights

Group 2: Fire and rehire

Group 3: Flexible working, sick

pay, parental & bereavement

leave

Group 4: Zero hours contracts.

Group 5: Minimum wage and

worker status.

Group 6: Right to switch off

Group 7: Redundancy laws and

protections

Group 8: Trade unions and

industrial action

- ▶ Discuss the potential impact of the proposed changes on workers in their industries.
- Identify key concerns or opportunities for union reps to focus on.
- Develop 1-2 initial action points for how union reps can support workers in response to these changes.

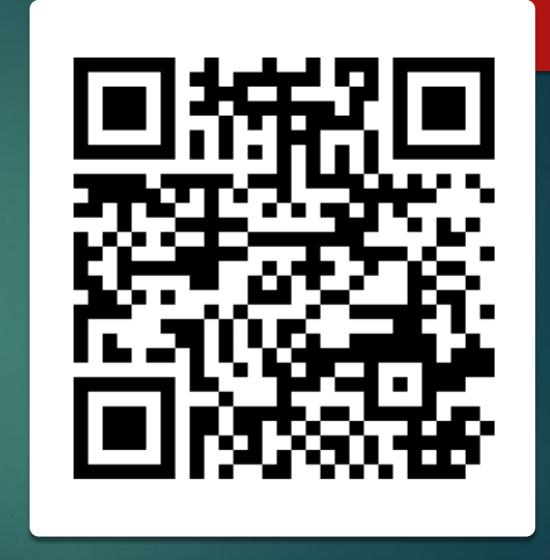
Group Activities

Instructions

### Question:

What do you believe are the main points for negotiating change following the proposed changes.

(Choose up to 3 points)



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