

Updates to employment law in 2024

May 2024

Agenda



- New flexible working regime
- Changes to paternity leave
- New statutory carer's leave
- Changes to redundancy protection
- Update to sexual harassment legislation expected later in the year

Updates to flexible working requests



No requirement for the employee to outline how the change would affect their employer and how they could deal with it



Day one right



Employee can make two statutory requests in any 12-month period



Must make decision within 2 months



If rejecting, employer must consult on alternative arrangements

Carer's Leave



- [Carer's Leave Regulations 2024](#)
- One week unpaid leave for those with caring responsibilities
- Can be taken in full or half days
- Must give notice of the earliest of
 - Twice the amount of leave
 - 3 days in advance
- Can postpone leave but not refuse if business disruption

Carer's Leave



- Definition of dependent

(a) your spouse, civil partner, child or parent;

(b) a person who lives in the same household as you, but who is not your tenant, lodger, boarder or employee; or

(c) anyone else who reasonably relies on you to provide or arrange care for them.

Carer's Leave



- Calculation of a weeks leave
- Regular hours: number of days employee normally works in that week
- No fixed hours
 - dividing the total of the periods the employee were normally required to work during the course of a week in the previous 12 months by 52
 - If employed for under 52 weeks, calculate using the number of weeks they have been employed

Paternity Leave



- [The Paternity Leave \(Amendment\) Regulations 2024](#)
- Changes for parents with babies born after 6 April 2024
- Historic position – fathers/partners could take a block of leave one week or two consecutive weeks within first 8 weeks of child being born

Paternity Leave



- Leave can now be taken more flexibly:
 - Two non-consecutive blocks of one week
 - A consecutive block of two weeks
- 28 days notice must be given to the employer of 28 days in respect of each period of leave
- Employee may vary the date of requested leave giving 28 days notice

Redundancy protection



- [Protection from Redundancy \(Pregnancy and Family Leave\) Act 2023](#)
- Came into effect from 6 April 2024
- Previously employers were legally obliged to offer suitable alternative employment in a redundancy situation during the period of leave
- New legislation extends this to 18 months from first day of the expected week of childbirth

Changes to sexual harassment legislation



- The Worker Protection (Amendment of Equality Act 2010) Act 2023 comes into effect in October 2024
- Requires employers to take reasonable steps to prevent sexual harassment in the workplace
- Attracts uplift to claims where reasonable steps not implemented

Changes to sexual harassment legislation



- Ensure you have an anti-harassment/ EDI policy
- Promote awareness of policy and training
- Have regular training on harassment for employees
- Conduct risk assessment
- Review reporting procedure and investigate all complaints thoroughly