

THE EMPLOYMENT LANDSCAPE POST THE GENERAL ELECTION

12 September 2024



MEET THE PRESENTERS AND TECHNICAL SUPPORT



VICTORIA TEMPLETON
HR KNOWLEDGE MANAGER



SUE WATSON
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USING GOTO WEBINAR



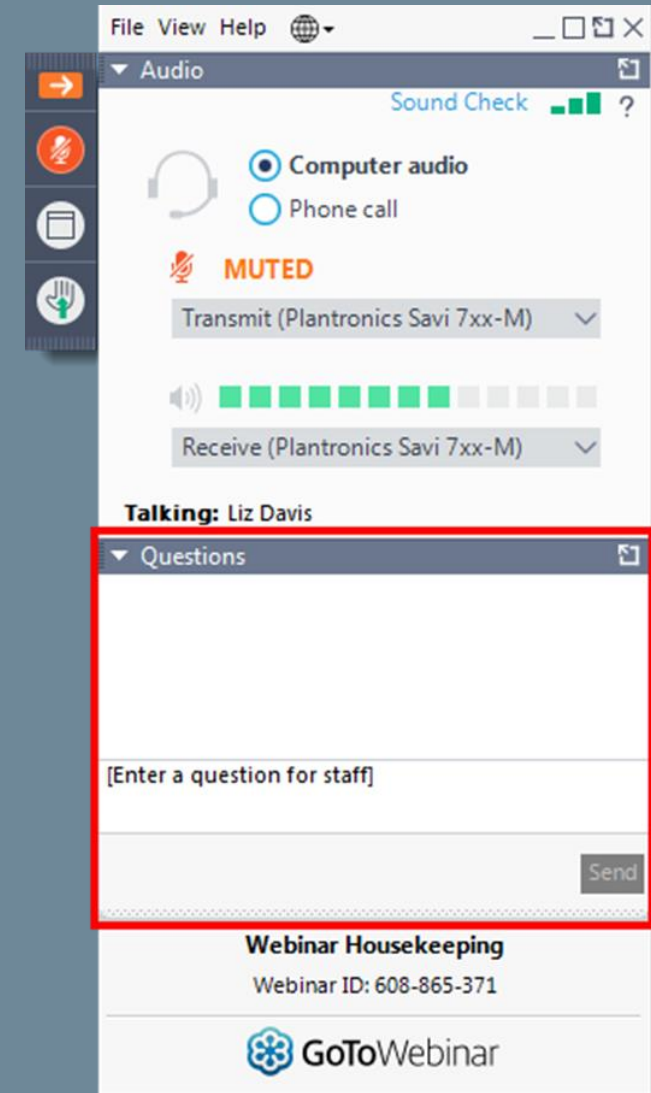
QUESTIONS...



GO TO WEBINAR

Your Participation

Please submit your text questions and comments using the Questions panel





POLL INCOMING...

WHAT DO YOU
THINK?

AGENDA



The King's Speech: 2024/25 Parliament



How employers can prepare



The Manifesto: Labour's 5-year plan



Reminder: upcoming legislative changes



Q&A



POLL INCOMING...

WHAT DO YOU
THINK?



THE KING'S SPEECH: 2024/25 PARLIAMENT

THE EMPLOYMENT RIGHTS BILL



The
employment
landscape
under a new
Government

The King's Speech "committed to making work pay and will legislate to introduce a new deal for working people to ban exploitative practices and enhance payment rights"

THE EMPLOYMENT RIGHTS BILL

01.

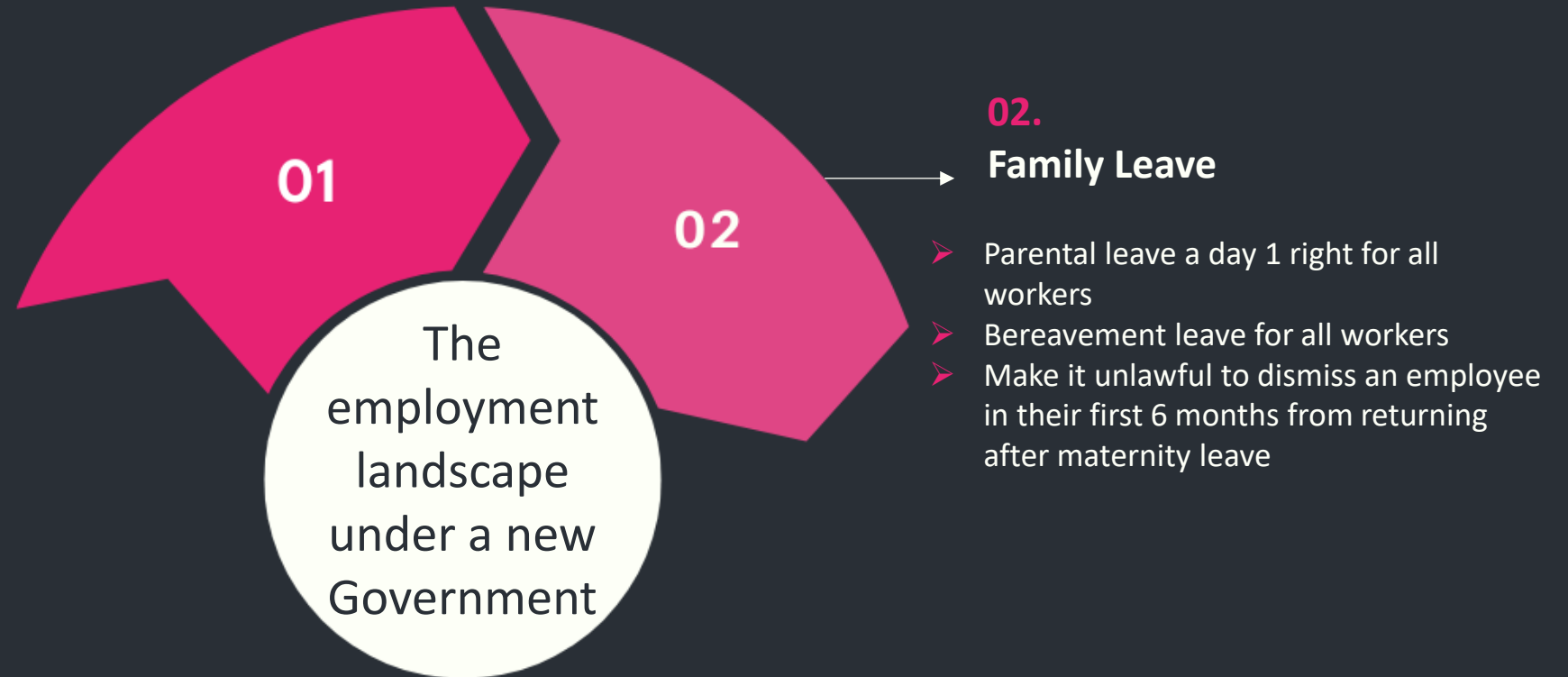
Employment contracts and working arrangements

- Ban exploitative zero-hour contracts
- Reasonable notice of work schedules and wages for shifts cancelled at short notice
- Ensure flexibility is a genuine default from day one, except where it is not “reasonably feasible”

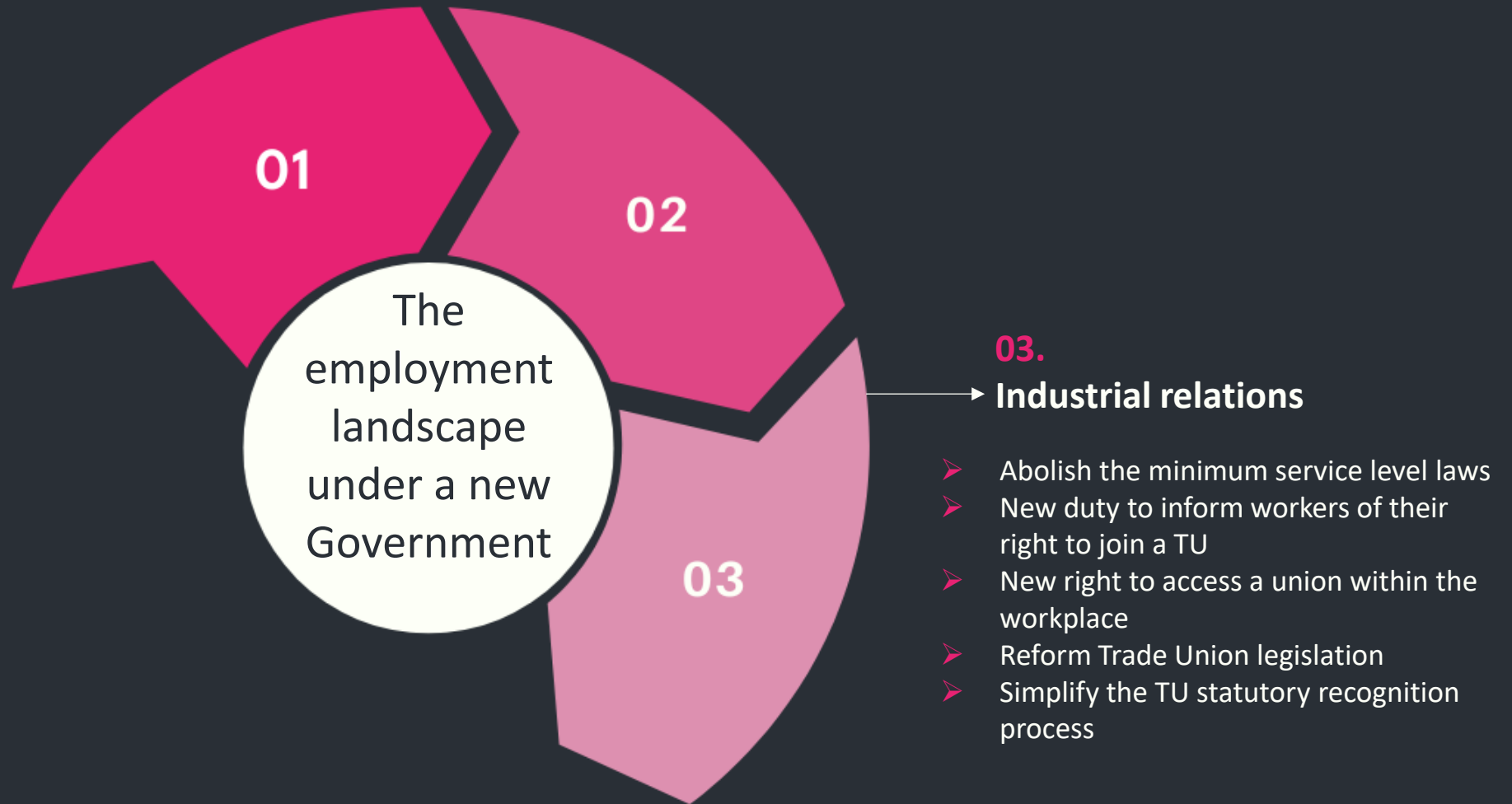
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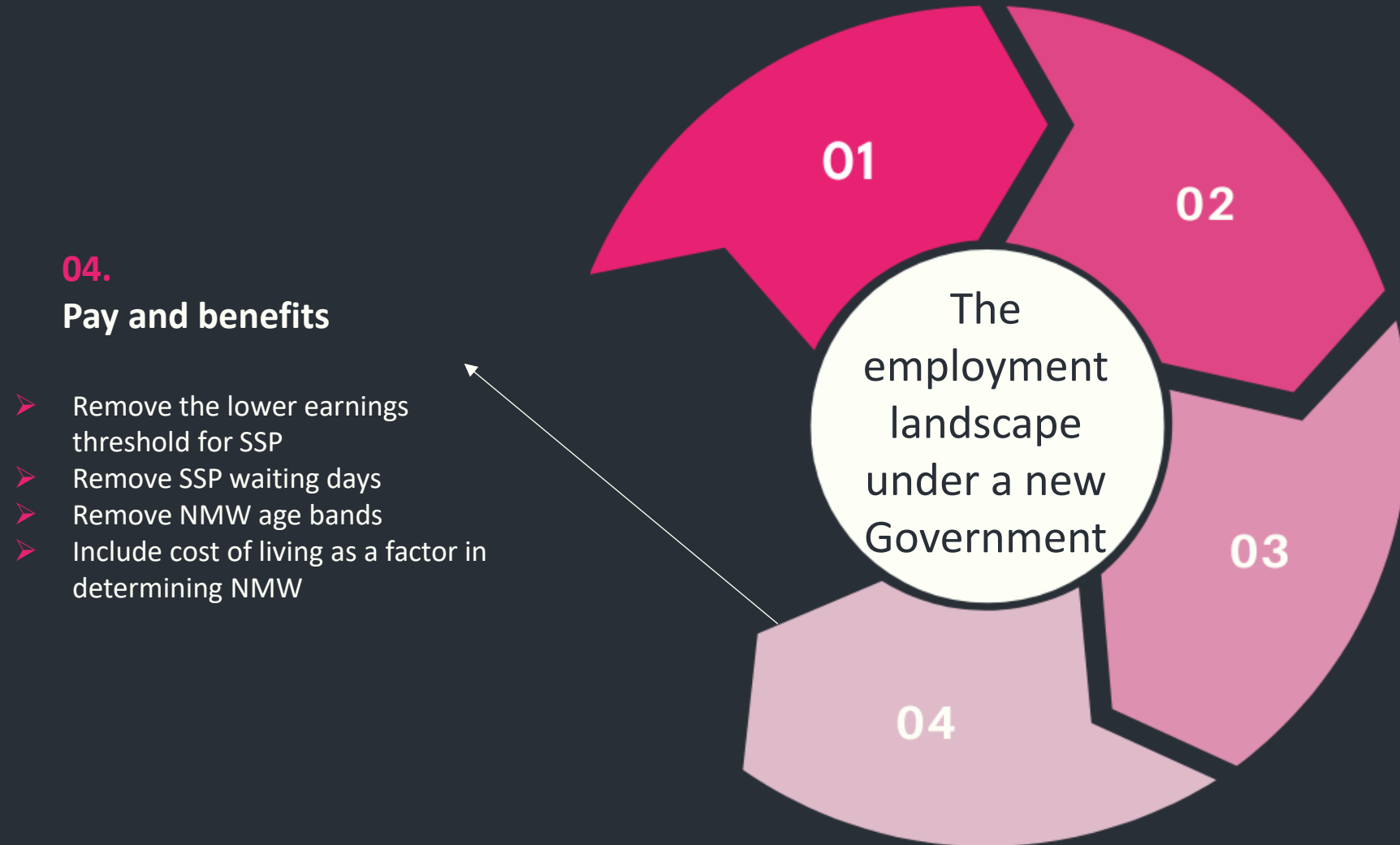
THE EMPLOYMENT RIGHTS BILL



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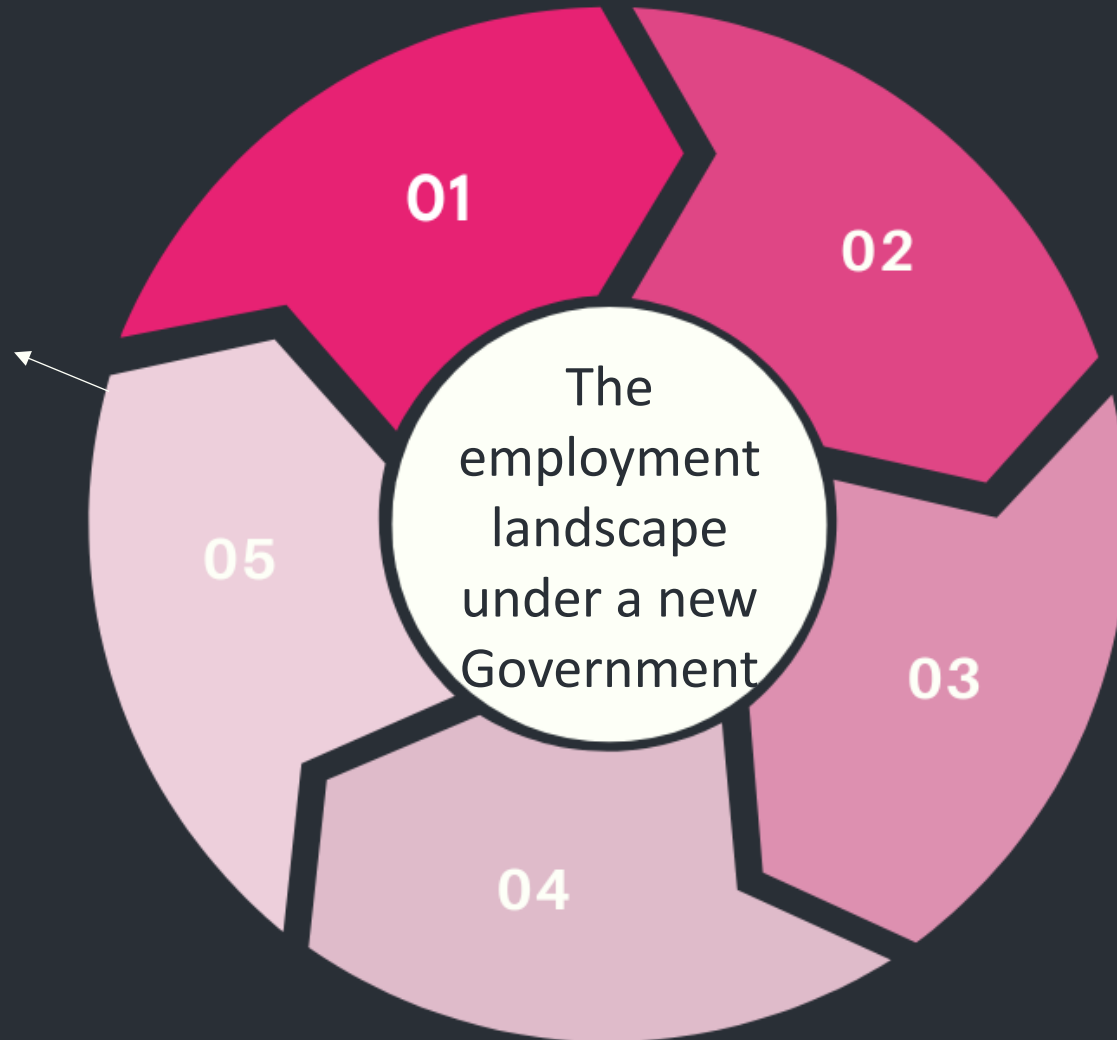


THE EMPLOYMENT RIGHTS BILL

05.

Enforcement

- Unfair dismissal day 1 right, subject to probation rules
- Further restrictions on 'fire and rehire'
- Create the 'Fair Work Agency'



OTHER BILLS TO LOOK OUT FOR...

The Equality (Race and Disability) Bill

- Legal right to equal pay for ethnic minorities and people with disabilities
- Place a new duty on large employers (with over 250 employees) to produce ethnicity and disability pay gap reports.



The Digital Information and Smart Data Bill

- Improve current data laws
- Greater powers to the ICO
- Legislation for AI
- Statutory basis to Digital Verification Services



The Children's Wellbeing Bill

- *Enable serious teacher misconduct to be investigated regardless of when the misconduct occurred, the setting in which it occurred and how the misconduct was uncovered.*



HOW EMPLOYERS CAN PREPARE

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Audit existing working practices



Review contract of employment and worker agreement



Scenario planning and financial forecasting



Review current Trade Union relations



Engage and consult with your workforce



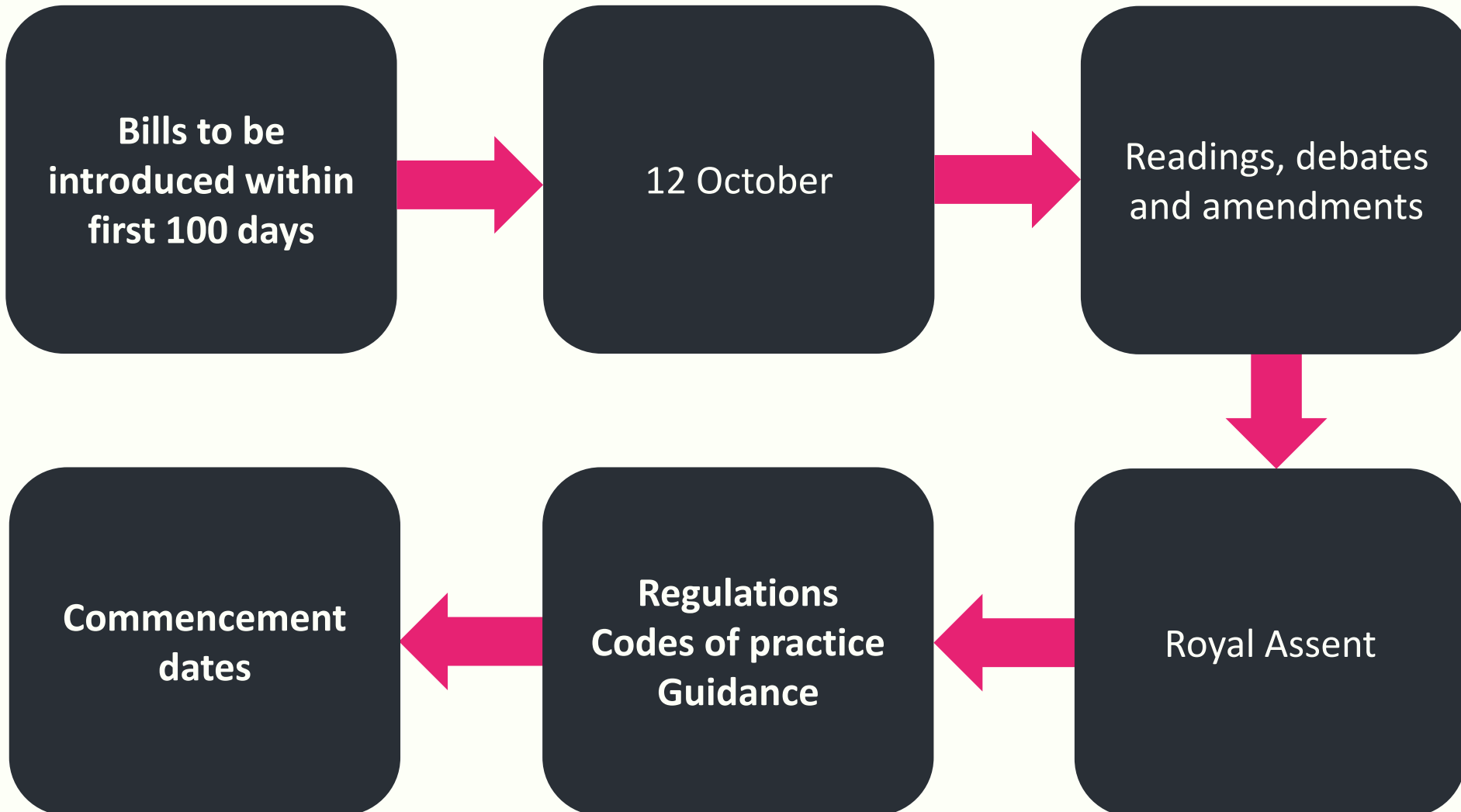
Train your employees, line managers, and your HR team



POLL INCOMING...

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PROCEDURE AND TIMEFRAME





THE MANIFESTO: LABOUR'S 5 YEAR PLAN

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Statutory carer's pay	Single status	Statutory right to disconnect	New Race Equality Act	Dual discrimination
Extend ET time limits	Tougher penalties for breaching Tribunal orders, including personal liability for directors	Employers with 250+ to have a menopause action plan	Collective redundancy consultation	Collective grievances
Tackle the 'access to work' backlog	Apprenticeship Levy reform	Create a 'Fair Pay Agreement' to allow for sectoral collective bargaining in adult social care		



REMINDER: UPCOMING LEGISLATIVE CHANGES

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LEGISLATION WITHDRAWN: The Workers (Predictable Terms and Conditions) Act 2023

1ST OCTOBER 2024: The Employment (Allocation of Tips) Act 2023

26TH OCTOBER 2024: Worker Protection (Amendment of Equality Act 2010) Act 2023

APRIL 2025: The Neonatal Care (Leave and Pay) Act 2023

TBC: The Paternity Leave (Bereavement) Act 2024

OTHER AREAS

- Tribunal fees?
- 'Back to work' and reform of the Fit Note?





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OUR HR KNOWLEDGE BASE

The HR Knowledge Base is an online HR resource for busy professionals. It makes it easy for thousands of business owners and managers across the UK to manage their teams by giving them access to:

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- HR articles and guides to keep you fully informed
- HR guidance on a wide range of topics



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- Effective Appraisal Skills
- Managing Performance
- Recruitment and Selection
- Holding Difficult Conversations
- Equality, Diversity & Inclusion
- Managing Grievance
- Managing Disciplinary
- Employment Law
- ILM Level 3
- ILM Level 5



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NEW WEBINAR SCHEDULE

Understanding risk when managing your people

10 October 10am – 11am

Managing work related functions and events

14 November 10am – 11am

2025 The HR year ahead

12 December 10am – 11am



Scan to register

WEBINAR

UNDERSTANDING RISKS WHEN MANAGING YOUR PEOPLE



THURSDAY
10 OCTOBER 2024



TIME
10:00 AM - 11:00 AM

[BOOK YOUR PLACE](#)



FREE HR WHITEPAPER

Strategic HR Thinking: Aligning People and Business Strategy





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Thank you

Any question? Please get in touch:

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