

Employment law tracker



Our tracker highlights the key employment law Bills that Parliament is considering in the current session. We expect most of the proposals to come into force in late 2023 or 2024.

Area ¹	What's new?	When might it come into force?
<u>Industrial action</u>	Minimum levels of service will be set for specified public services, so they do not completely shut down when there are strikes.	On the date it is passed. Regulations will need to be made, after consultation.
<u>Flexible working</u>	Changes to the rules on the right to request flexible working, including allowing up to two requests a year.	No clear timetable. Date will be set by the Secretary of State in Regulations.
<u>Predictable contracts</u>	A new right allowing workers with an unpredictable work pattern to request a more predictable one.	No clear timetable. Date will be set by the Secretary of State in Regulations.
<u>Harassment at work</u>	A new duty on employers to take all reasonable steps to prevent sexual harassment. Plus, protection against harassment by a third-party.	1 year after it is passed, supported by an EHRC Statutory Code of Practice.
<u>Enhanced redundancy protection</u>	Protection against redundancy during pregnancy and for a period after returning to work.	No clear timetable. Period of protection and other details will need to be set out in Regulations.
<u>Neonatal leave and pay</u>	A new right for parents of premature or sick babies to one week's paid leave for each week their baby is in neonatal care.	No clear timetable. Date will be set by the Secretary of State in Regulations. The Government estimates this will be <u>~18 months</u> after it is passed.
<u>Fertility treatment</u>	A new right to paid time off for appointments for fertility treatment.	90 days after it is passed.
<u>Carer's leave</u>	A new right to one week's unpaid leave to provide care for a dependant with a long-term care need.	No clear timetable. Date to be set by the Secretary of State in Regulations.
<u>Pay for hospitality workers</u>	An obligation on employers to pass 100% of tips to staff with no reductions, other than tax.	Bill received Royal Assent on 2 May. Measures expected to come into force in 2024 after consultation and Regulations.

¹ To link to the Bills on the UK Parliament's website, please click on the purple headings in this column.