

Up to date as at 11 March 2024

# Employment law tracker



Our tracker highlights what new employment law we are expecting to come in to force in 2024 and 2025.

Area <sup>1</sup>	What's new?	When might it come into force?
<a href="#"><u>Paternity Leave</u></a>	Changes to allow the 2 weeks' statutory leave to be taken in separate 1-week blocks, anytime in the first year after birth, with 4 weeks' notice.	<a href="#"><u>Regulations</u></a> came into force on <b>8 March 2024</b> . For birth parents, the new rules will apply where the expected week of birth begins after 6 April 2024.
<a href="#"><u>Enhanced redundancy protection</u></a>	Protection against redundancy from when employer is told of the pregnancy to (broadly speaking) 18 months after the birth or adoption.	<a href="#"><u>Regulations</u></a> come into force on <b>6 April 2024</b> .
<a href="#"><u>Carer's leave</u></a>	A new right to 1 week's unpaid leave to provide care for a dependant with a long-term care need.	<a href="#"><u>Regulations</u></a> come into force on <b>6 April 2024</b> .
<a href="#"><u>Flexible working</u></a>	Changes to the rules on the right to request flexible working, including making it a 'day 1 right', reducing the decision period to two months and requiring employer to consult if considering rejecting a request.	Right to make an application to become a 'day 1 right' from <b>6 April 2024</b> . Other changes also expected to come into force on <b>6 April 2024</b> , alongside a revised <a href="#"><u>Acas Code of Practice</u></a> .
<a href="#"><u>Pay for hospitality workers</u></a>	An obligation on employers to pass 100% of tips to staff with no reductions, other than tax.	Expected to come in to force <b>1 July 2024</b> . <a href="#"><u>Consultation</u></a> on draft statutory code of practice closed on 22 February 2024.
<a href="#"><u>Predictable contracts</u></a>	A new right allowing workers with an unpredictable work pattern to request a more predictable one.	Act received Royal Assent on 18 September 2023. Acas has published a <a href="#"><u>draft Code of Practice</u></a> (awaiting Parliamentary approval). Expected to come in to force in the <b>second half of 2024</b> .
<a href="#"><u>Harassment at work</u></a>	A new duty on employers to take reasonable steps to prevent sexual harassment.	Received Royal Assent on 26 October 2023. EHRC to update statutory Code of Practice. Act to come into force on <b>26 October 2024</b> .
<a href="#"><u>Neonatal leave and pay</u></a>	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.	Expected to come into force around <b>April 2025</b> .

<sup>1</sup> To link to the Acts on the UK Parliament's website, please click on the purple headings in this column.