



## Six-month Snapshot

# 2024

## UK Employment Developments

### Sheila Fahy

on 020 3088 3681

sheila.fahy@allenoverly.com

### Felicity Gemson

on 020 3088 3628

felicity.gemson@allenoverly.com

### Leeanne Armstrong

on 028 9060 7768

leeanne.armstrong@allenoverly.com

Allen & Overy means Allen & Overy LLP and/or its affiliated undertakings. Allen & Overy maintains a database of business contact details in order to develop and improve its services to its clients. The information is not traded with any external bodies or organisations. If any of your details are incorrect or you no longer wish to receive publications from Allen & Overy, please contact: [cleuma.nascimento@allenoverly.com](mailto:cleuma.nascimento@allenoverly.com)

This calendar is for general guidance only and does not contain definitive advice.

## January

- Wide-ranging changes to remove the impact of EU law in the UK, including ending EU supremacy and removing directly effective rights
- Regulations come into effect to retain various EU-law derived rights and principles of equality and discrimination
- Legislation is awaited to limit the length of non-compete clauses to three months
- Remuneration proportionality changes for small PRA/FCA-regulated firms

- 01** – Reforms to the Working Time Regulations to make certain EU-law derived holiday rights into UK statutory rights and to simplify record-keeping obligations

## February

- LGBT+ History Month
- FCA and PRA will review D&I feedback to proposals – expect policy statements during 2024

## March

- Expect final Statutory Code of Practice on "fire and rehire" practices this Spring

- 05** – ICO consultations on recruitment and employment records close

- 06** – 2024 Spring Budget

- 08** – International Women's Day – this year's theme is "Invest in women: Accelerate progress"

- Changes to statutory paternity leave rules

## April

- 01** – National Living Wage rate for workers 21 and over increases to GBP11.44 from GBP10.42
- For holiday years on or after this date, new holiday accrual rules and "rolled-up" pay option for irregular hours/part-year workers

- 05** – Publication deadline for gender pay gap for private companies based on the snapshot date of 5 April 2023

- Right to request flexible working becomes "a day one right"
- Annual right to one week's unpaid care leave for dependants introduced
- Protected period extended for employees on family leave to be offered suitable alternative vacancies in a redundancy situation

- Statutory rate increases (\* new rates and effective dates still subject to confirmation)

- SSP: GBP116.75 from GBP109.40\*

- 06** – Maximum limit on a week's pay for redundancy pay/unfair dismissal basic award to increase from GBP643\*

- Maximum redundancy payment/basic award set to increase from GBP19,290\*

- Cap on unfair dismissal compensation to increase from GBP105,707\*

- The lifetime allowance, which restricts the amount of tax-favoured pension savings an individual can accumulate over their lifetime in a registered pension scheme, will be abolished. Consider the need for alternative arrangements for any benefits that are linked to the lifetime allowance

- 08** – Family pay rates increase to GBP184.03 from GBP172.48\*

## May

- 13-19** – Mental Health Awareness Week – this year's theme is raising awareness and understanding of anxiety

## June

- 01** – Pride Month

- 14** – UEFA EURO 2024 kicks off in Munich

## July

- 01** – For TUPE transfers on or after this date, rules permit direct consultation with employees (rather than with representatives if no appropriate representatives already in place) for: (i) employers with fewer than 50 employees; (ii) employers of any size involved in a transfer of fewer than ten employees

Excludes statutory changes in Northern Ireland

