



Key Employment Law Changes Under the New Labour Government

The Labour Party has outlined significant changes to UK employment laws, which are expected to be introduced to Parliament within the first 100 days of its opening. Below, we highlight the main pledges from their manifesto.

Day-One Rights

Immediate Eligibility: Employees will gain access to basic rights such as unfair dismissal protection, sick pay, and parental leave from their first day of employment.

Single Worker Status

Unified Protections: The distinction between employees and workers will be removed, ensuring all workers receive the same rights and protections, including sick pay, holiday pay, parental leave, and protection against unfair dismissal.

Strengthened Worker Rights

Enhanced Protections: Existing rights for pregnant workers, whistleblowers, redundant workers, and those undergoing TUPE processes or filing grievances will be reinforced. The School Support Staff Negotiating Body will be reinstated, and employers will be encouraged to adopt the “Dying to Work” charter to support terminally ill employees.

Self-Employment Contracts

Contractual Rights: Self-employed individuals will be entitled to a written contract, providing greater clarity and security.

Wage Increases

Fair Pay Reforms: Age bandings will be removed from the wage system. The Low Pay Commission will consider the cost of living in its recommendations. Travel time for jobs with multiple sites will be paid, and "sleep over" hours in social care will be addressed. Fair Pay Agreements will be introduced in adult social care, and unpaid internships will be banned unless part of an educational course.

Enhanced Sick Pay

Improved SSP: Statutory Sick Pay (SSP) will be available to all workers from day one, with no waiting period, and will be adjusted to provide fair earnings replacement.

Tip Distribution

Fair Tips: Hospitality workers will receive their tips in full, and workers will have a say in how tips are allocated.

Pay Gap Transparency

Mandatory Reporting: Firms with more than 250 employees will be required to publish ethnicity and disability pay gaps.

Anti-Harassment Measures

Safe Workplaces: Employers must create and maintain harassment-free work environments, including protections against third-party harassment.



Proposals Overview

Flexible Working

Default Flexibility: Flexible working arrangements will be available from the first day of employment, except where not feasible.

Family-Friendly Policies

Supportive Leave: Parental leave will become a day-one right, bereavement leave will be introduced, and it will be unlawful to dismiss pregnant employees for six months post-maternity leave, except in specific circumstances.

Carer's Leave

Caregiver Support: The implementation of carer's leave will be reviewed, with a consideration for introducing paid carer's leave.

Zero-Hours Contracts

Fair Scheduling: "One-sided" flexibility in zero-hours contracts will be banned. Workers with regular hours for 12 weeks will be entitled to a regular contract reflecting their hours, and all workers will receive reasonable notice of shift changes and compensation for cancelled shifts.

Fire and Rehire Practices

Stronger Protections: Consultation procedures will be strengthened with a new statutory Code of Practice, and unfair dismissal and redundancy laws will be adapted to prevent dismissals for refusing worse contracts.

Worker Wellbeing

Health Support: Employers will support workers' long-term physical and mental health and assess whether existing regulations adequately support those with Long Covid.

Menopause Action Plans

Large Employer Requirements: Employers with more than 250 employees will be required to create Menopause Action Plans.

Right to Disconnect

Digital Privacy: A new right to disconnect will be introduced, protecting workers from remote surveillance.

AI and Technology

Futureproofing: Collaboration with stakeholders to understand the impact of AI and new technologies on work, jobs, and skills.

Trade Union Laws

Union Support: Trade union entry rights will be strengthened, union recognition processes simplified, protections for union representatives enhanced, and a new duty for employers to inform workers of their right to join a union will be established.

Enforcement Rights

Extended Claims Period: The time limit for bringing employment tribunal claims will be extended to six months. Equal pay enforcement will be simplified, and a single body will be established to enforce worker rights.

For further discussion on how these changes might impact your business, please get in touch with Tick HR Solutions. We are here to help.