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INNECTO
REWARD CONSULTING

Exploring steps beyond pay to provide health and financial protection

Checklist for Chief People Officers
Regarding Labour's Proposed Employment Law Reforms

Make Work Pay

A number of employment law changes are expected following Labour's plan to Make Work Pay.

14 Areas for Chief People Officers (CPOs) to Consider Regarding Labour's Proposed Employment Law Reforms



1. Abolition of the 2-Year Qualifying Period

Why: This change will allow employees to bring unfair dismissal claims from their first day of employment, increasing potential legal exposure.

How: Review and adjust dismissal procedures to ensure they are fair and well-documented from the start of employment. Strengthen probationary periods to ensure they are used effectively for assessing new employees and managing performance issues. Provide training for managers on handling dismissals and probationary assessments appropriately.



2. Adaptation of Contracts and Employment Practices

Why: The new single 'worker status' will impact those currently classified as independent contractors or gig workers, affecting their rights and entitlements.

How: Update employment contracts and policies to reflect the new status and comply with the stricter regulations. Consult with legal experts to ensure compliance and adjust practices accordingly.



3. Implementation of the Right to Disconnect

Why: The right to disconnect addresses employee burnout and improves work-life balance.

How: Develop and implement policies that set clear boundaries for work hours and communication. Provide training on managing workloads and ensuring employees are aware of their right to disconnect.



4. Preparation for Employment Tribunal Reforms

Why: Changes to Employment Tribunal processes could alter the way claims are handled, affecting legal risks and costs.

How: Familiarise yourself with the proposed reforms and adjust internal procedures for handling employment disputes. Consider consulting with legal professionals to prepare for any procedural changes.



5. Enhanced Engagement with Trade Unions

Why: Proposed expanded rights for trade unions may increase their involvement and influence within organisations.

How: Develop strategies for more effective engagement with trade unions, including regular meetings and open communication channels. Review and possibly revise policies on union interactions.



6. Management of Zero-Hour Contracts Transition

Why: If zero-hour contracts are banned, organisations using them will need to find alternative staffing solutions.

How: Assess current usage of zero-hour contracts and explore alternatives such as guaranteed hours or flexible staffing models. Plan for a smooth transition and communicate changes to affected employees.



7. Restructuring Workforce Practices

Why: The prohibition of fire-and-rehire practices will require organisations to find other ways to manage workforce changes.

How: Develop and implement new restructuring strategies that comply with the new rules. Consider options like redeployment, retraining, or voluntary redundancy as alternatives.

8. Handling Increases in Statutory Sick Pay

Why: Increased statutory sick pay and its extension to self-employed workers will impact financial planning and budgeting.

How: Review and adjust payroll systems to accommodate changes in statutory sick pay. Update financial forecasts and budgets to reflect these increased costs.

9. Ethnicity and Disability Pay Gap Reporting

Why: Reporting on ethnicity and disability pay gaps will promote transparency and address pay disparities.

How: Establish systems for collecting and analysing data on pay gaps. Conduct trial runs to ensure accurate reporting and compliance with legal requirements.

10. Compliance with Ban on Unpaid Internships

Why: The ban on unpaid internships will ensure fair compensation and improve access to opportunities.

How: Review and update internship policies to ensure all internships are paid. Implement procedures for tracking and managing internship compensation, including travel and sleepover hours.

11. Review of Flexible Working Policies

Why: The extension of the right to request flexible working from day one will require organisations to adapt their policies.

How: Review existing flexible working policies and update them to reflect the new rights. Provide training for managers on handling flexible working requests and ensuring compliance.

12. Strengthening Family-Friendly Policies

Why: Increased statutory maternity and paternity leave, as well as the introduction of bereavement leave, will impact family-friendly policies.

How: Review and enhance existing family-friendly policies to align with the new entitlements. Communicate changes to employees and ensure policies are implemented effectively.

13. Review of Fair Pay and Pay Models

Why: Adjusting pay models to comply with the new single adult National Minimum Wage range is essential for fair pay practices.

How: Conduct a thorough review of current pay models and compare them with the new minimum wage requirements. Cost any necessary adjustments and update pay structures as needed.

14. Increased Redundancy Rights and Protections

Why: Redundancy consultations will now need to account for the total number of affected employees across all business locations, increasing transparency and fairness.

How: Implement a system for tracking redundancies across multiple locations. Update redundancy consultation processes to reflect the new requirements and ensure compliance with the broader scope.

Would You Like to Discuss Further?

For further guidance, Innecto Reward Consultancy has the expertise to support you. Please contact Sarah Lardner at sarah.lardner@innecto.com or call: 07725 965 212 to discuss these challenges and the best place to start

To discuss your options around protecting your team's health and financial wellbeing, contact Andrew Walker at andrew.walker@personalgroup.com or call: 07733 462 248