



Employment Law: Legislation changes: April 2024

1 April 2024	<p>National Living Wage and National Minimum Wage</p> <p>The National Living Wage age band (different from the National Minimum Wage) will be expanded to include workers aged 21 and over.</p> <p>The National Living Wage and National Minimum Wage rates will rise as follows.</p> <ul style="list-style-type: none"> • The National Living Wage (for people aged 21 or older) will increase from £10.42 to £11.44 per hour. • The National Minimum Wage for workers aged 18–20 will increase from £7.49 to £8.60 per hour. • The young workers rate for workers aged 16–17 will increase from £5.28 to £6.40 per hour. <p>The apprentice rate for apprentices under 19, or over 19 and in the first year of the apprenticeship, will increase from £5.28 to £6.40 per hour.</p>
1 April 2024	<p>Changes to the definition of a week’s pay for holiday pay</p> <p>There will be a new method to calculate statutory holiday entitlement for irregular hours and part-year workers. Essentially, for leave years beginning on or after 1 April 2024, holiday entitlement for irregular-hours and part-year workers will be calculated in hours, not weeks. It will accrue at the rate of 12.07% of the hours worked in a pay period.</p> <p>Rolled-up holiday pay.</p> <p>For leave years beginning on or after 1 April 2024, employers will have the <i>option</i> to pay irregular-hours or part-year workers holiday pay that is rolled-up with their normal pay. This means that employers would be able to include an additional amount within every payslip to cover a worker’s holiday pay, instead of paying for holiday when a worker actually takes leave.</p> <p>It is important for employers to note that implementing this method may disincentivise workers from taking holiday, and so it is important that employers still encourage workers to take their entitled annual leave when they can.</p> <p>However, this is a really welcome and pragmatic way forward for employers of zero hours workers, as it can be very difficult to identify when such a worker is taking leave when they do not have normal contractual hours to take leave from.</p>
6 April 2024	<p>Flexible Working Amendment Regulations</p> <p>The Flexible Working (Amendment) Regulations (SI 2023/1328) come into force and amends the Employment Rights Act 1996 to remove the</p>

	<p>requirement for employees to have at least 26 weeks' service to be entitled to make a flexible working request.</p>
6 April 2024	<p>Employment Relations (Flexible Working) Act 2023</p> <p>In addition, Employment Relations (Flexible Working) Act 2023 will bring in the following changes to flexible working:</p> <ul style="list-style-type: none"> • Employers will have to consult with the employee on alternatives before refusing their request. • Two requests in any twelve-month period will be permitted. • The time to deal with a request, including appeal, will become two months. • Employees will no longer be required to set out the effect their requested arrangement will have on the business, nor suggest ways their employer can manage it.
6 April 2024	<p>Carer's Leave Regulations 2024</p> <p>The Carer's Leave Regulations 2024 will introduce a new statutory right for employees to take one week of unpaid carer's leave. This will be a right afforded to all employees who meet the eligibility requirements and is a "day one" right meaning it does not require a particular length of service. Eligibility requirements are:</p> <ul style="list-style-type: none"> • Have a dependant with a long-term care need. • Want to be absent from work to provide or arrange care for that dependent. • Not have exceeded their entitlement of one week of carer's leave in the relevant 12-month period.
6 April 2024	<p>Paternity Leave (Amendment) Regulations 2024</p> <p>The Paternity Leave (Amendment) Regulations 2024 list four changes as follows:</p> <ul style="list-style-type: none"> • Instead of taking the entire two-week entitlement in consecutive weeks, employees can now separate their leave into separate one-week blocks. • Employees can take their paternity leave any time in the 52 weeks after the birth or adoption of their child. • Rather than the current 15-week notice period before the expected week of childbirth or adoption, employees only need to give 28 days' notice (4 weeks). • Any dates specified for leave to be taken can be changed as long as an employer is given at least 28 days' notice. This is instead of just a change in the start date to reflect the other changes.
6 April 2024	<p>Maternity Leave, Adoption Leave and Shared Parental Leave (Amendment) Regulations 2024</p>

	Subject to parliamentary approval, the Maternity Leave, Adoption Leave and Shared Parental Leave (Amendment) Regulations 2024 will extend redundancy protection during pregnancy and for the period of 18 months after the birth or placement of a child for those taking maternity, adoption or shared parental leave.
April 2024	Statutory shared parental, maternity, adoption, paternity, and parental bereavement pay. Proposed new rate for statutory leave and pay, including statutory shared parental, maternity, adoption, paternity and parental bereavement pay is proposed to rise to £184.03.
April 2024	Statutory sick pay Proposed new rate for statutory sick pay from April 2024 is £116.75.



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