

EMPLOYMENT LAW UPDATE

What to watch out for in 2020

Several new legislative changes are due to come into force in 2020. We set out below the key changes that may affect the way your business operates from 6 April 2020.

Written statement of terms*What's changing?*

- › The right to a written statement of employment particulars will extend to "workers" and must be provided on the first day of employment/engagement.
- › Particulars of employment must now include: (i) working days; (ii) details of any paid leave (including maternity and paternity leave); (iii) any mandatory training; (iv) other benefits provided by the employer; (v) probationary period.

What should I do?

- › Review your template contracts and make any necessary adjustments. If an existing employee asks for updated terms, they should be provided within 1 month of the request.

Termination Payments*What's changing?*

- › Termination payments will become more expensive for businesses as employers' national insurance will be due on termination awards over £30,000.

What should I do?

- › Review existing template settlement agreements and make necessary adjustments.

Holiday Pay*What's changing?*

- › Workers with irregular working patterns will require a business to review a 52-week period in order to work out the correct amount of holiday pay due.

What should I do?

- › Update policies and processes relating to holiday pay as necessary.

New IR35 Rules relating to engagement of consultants*What's changing?*

- › Businesses will be responsible for determining whether IR35 applies.

What should I do?

- › Read our practical guide [here](#).

If you would like to discuss the potential impact of these changes on your business, please contact our Employment Lawyer, Jamie Feldman (jamie.feldman@northridgelaw.com)