



Proposed Government Changes - Impact Risk Assessment

Proposed Government Change	Risk to Employer	Amendments Required	High, Medium or Low <i>(urgency of the legislation being introduced *)</i>
Qualifying periods of employment to be removed for unfair dismissal claims	<ul style="list-style-type: none"> • Employees able to claim unfair dismissal from day 1 (not 2 years) • Increased risk of tribunal claims • Impact to reputation 	<ul style="list-style-type: none"> • Disciplinary Policy • Employment Contracts • Employee Handbooks • Management Procedures • Induction Process • Process and procedures • Tracking, Implementation & Reporting Systems 	H
Time limit extended to 6 months for employment tribunal claims	<ul style="list-style-type: none"> • Longer window to submit claims, meaning employers are more exposed to tribunal claims • Increased volume of claims 	<ul style="list-style-type: none"> • Disciplinary Policy • Employment Contracts • Employee Handbooks • Management Procedures • Induction Process • Process and procedures • Tracking, Implementation & Reporting Systems 	H
Day 1 rights for all workers to receive Statutory Sick Pay (SSP)	<ul style="list-style-type: none"> • Increased cost and risk of tribunal claims if staff pay is incorrect • Financial strain on employers as more workers will qualify 	<ul style="list-style-type: none"> • Absence Management Policy • Employee Handbooks • Return to Work Policy • Management Procedures • Staff Training • Tracking, Implementation & Reporting Systems 	M

* **HIGH** – expected within 100 days **MEDIUM** - expected by April 2025 **LOW** – expected between April 2025 and March 2026

Proposed Government Change	Risk to Employer	Amendments Required	High, Medium or Low <i>(urgency of the legislation being introduced *)</i>
0-Hour contracts removed <i>Incl. 'one-sided' flexibility ban, fair notice of shift changes and compensation for shift cancellations/loss of work</i>	<ul style="list-style-type: none"> • Compensation to employees • Increased risk of tribunal claims 	<ul style="list-style-type: none"> • Existing 0-hour employee contracts 	M
Harassment-free workplaces <i>Employers to create and maintain</i>	<ul style="list-style-type: none"> • Increase risk of tribunal claims if all reasonable steps are not implemented within the Company and by 3rd parties. 	<ul style="list-style-type: none"> • Workplace Harassment Policy • Employee Handbook • Management Procedures • Induction Process • Processes & Procedures • Tracking, Implementation & Reporting Systems • 3rd party contract changes or a review of their Harassment Policies 	H
Family friendly rights <i>Incl. bereavement leave, paid carers leave, day 1 flexible working requests</i>	<ul style="list-style-type: none"> • Increased risk of tribunal claims 	<ul style="list-style-type: none"> • Paternity Leave Policy • Maternity Leave Policy • Parental Leave Policy • Adoption Policy • Shared Parental Leave Policy • Flexible working Policy • Employee Handbooks • Management Procedures • Induction Process • Processes & Procedures • Tracking, Implementation & Reporting Systems 	H
National Minimum Wage (NMW) bandings to be removed, NMW increase to £10 and NMW law on travel time enforced	<ul style="list-style-type: none"> • Impact to reputation • Decreased recruitment/retention • Penalties/Costs from HMRC 	<ul style="list-style-type: none"> • Rates of pay • Travel time policies & procedures 	H

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Proposed Government Change	Risk to Employer	Amendments Required	High, Medium or Low <i>(urgency of the legislation being introduced *)</i>
Existing rights and protections for pregnant workers to be strengthened <i>Incl. Whistle Blowers, Redundancies, TUPE processes</i>	<ul style="list-style-type: none"> Increased employee rights Increased risk of tribunal claims 	<ul style="list-style-type: none"> Paternity Leave Policy Maternity Leave Policy Shared Parental Leave Policy Redundancy Policy Employee Handbooks Management Procedures Induction Process Processes & Procedures 	H
Workers given same rights as employees <i>Applies to Hire Workers</i>	<ul style="list-style-type: none"> Increased risk of tribunal claims Increased risk of breach of contract claims Benefits and all policies to apply to all but issued with different contracts to be enforced 	<ul style="list-style-type: none"> New worker contracts Worker policies Employment status checks Employee Handbook 	H
Organisations with 250+ employees required to have a Menopause Action Plan in place <i>N.B there is expected guidance to all businesses (no matter the size) to be applied, indicating that having a Menopause Action Plan could be implemented to ALL businesses in time</i>	<ul style="list-style-type: none"> Increased risk of discrimination tribunal claims 	<ul style="list-style-type: none"> Menopause Action Plan creation Employee Handbooks Induction Process Processes & Procedures Tracking, Implementation & Reporting Systems 	H
Right to disconnect and protect workers from remote surveillance to be introduced	<ul style="list-style-type: none"> Remote employee's rights to disconnect from work Legal consequences Increased risk to reputation Increased risk of complaints/grievances 	<ul style="list-style-type: none"> Right to Disconnect Policy creation Employment contract reviews Employee Handbooks Management Procedures Induction Process Processes & Procedures Tracking & Implementation Systems 	H

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Proposed Government Change	Risk to Employer	Amendments Required	High, Medium or Low <i>(urgency of the legislation being introduced *)</i>
Qualifying periods of employment to be removed for parental leave	<ul style="list-style-type: none"> Increased risk of tribunal claims Day 1 rights to employees (not 1 year) 	<ul style="list-style-type: none"> Parental Leave Policy Employee Handbooks Management Procedures Induction Process Processes & Procedures 	M
Mandatory publication of ethnicity pay gap to be introduced for Organisations with 250+ employees	<ul style="list-style-type: none"> Impact to reputation Risk of media reporting on no-compliant businesses Increased grievance raised 	<ul style="list-style-type: none"> Data storage reporting system 	L
Payment review of sleep-in shifts and travel time	<ul style="list-style-type: none"> Increase to cost for staff with no set place of work, requirement to pay sleep-in shifts (whether staff are woken to work or not) Increased risk of tribunal claims 	<ul style="list-style-type: none"> Employment contracts Working hours & practices Monitoring & enforcing workplace practice systems 	L
Contract to be issued to self-employed workers	<ul style="list-style-type: none"> Legal requirement to issue contracts to self-employed workers Impact to reputation 	<ul style="list-style-type: none"> Contract creation for self-employed workers 	L
Enforcement against 'fire and re-hire' practices	<ul style="list-style-type: none"> Increased compensation costs if the correct process is not followed 	<ul style="list-style-type: none"> Termination policies Consultation procedures Management training & new processes 	L
Support long term physical and mental health, and well-being of workers	<ul style="list-style-type: none"> Increased workplace/management support 	<ul style="list-style-type: none"> Well-being policies Contractual review Management procedures Training Processes & Procedures 	L
Duty on employers to inform employees in their contracts of their right to join a union	<ul style="list-style-type: none"> Employees recruited from a certain date (date currently unknown) will need a clause written into the terms of their contract informing them of their right to join a union. 	<ul style="list-style-type: none"> Employment contract terms 	L

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