

All Change: A Roadmap for the Future of Employment Law

A new Labour Government will bring large-scale changes to Employment Law, with a new Employment Bill promised within the first 100 days of government (so by 12 October 2024). Whilst timescales are as yet unknown, a possible roadmap is set out below.

July-October 2024

Pre-election law expected to come into effect:

18 July 2024
Code of Practice on Dismissal and Re-engagement.

September 2024
The Predictable Terms Act was expected to come into force. Whilst falling short of Labour's plans, it could come into force pending further changes.

1 October 2024
The new Tips Act is due to come into force and aligns with Labour policy.

October 2024
Duty on employers to prevent sexual harassment in the workplace.

12 October 2024

New Employment Bill expected
Labour has committed to introducing legislation reforming employment law within 100 days of entering office

By October 2026?

Day 1 unfair dismissal
This Labour priority could be implemented almost immediately using existing powers. However, consultation is expected, including regarding the effect of probationary periods.

Trade union rights
Consultation may slow the pace, but reform is expected as quickly as possible.

Fire and rehire reforms
Further restricting "fire and re-hire" is a key pledge, but perhaps not as pressing as other issues.

Bereavement leave
Regulations are likely to be required to introduce this leave.

Collective consultation
Consultation about the proposal to require more employers to engage in collective consultation could be extensive.

By April 2025?

Trade union law repeals
The repeal of various limits on industrial action, including higher ballot thresholds in public services, could take effect immediately upon the Employment Bill receiving Royal Assent.

Statutory Sick pay
Removing waiting days and the lower earnings limit can be quickly achieved.

Day 1 family friendly rights
The change to qualifying periods could be made swiftly, depending on what Labour plans in terms of consultation. Wider reforms may be delayed to 2027/2028.

National living wage
The Low Pay Commission's remit can be changed quickly. The usual timetable suggests an October announcement, with a new rates in April 2025.

The right to disconnect / switch off
As Labour have already identified comparative (albeit very different) models, this could be seen as a "quick win", subject to consultation.

2027 / 2028?

Single worker status
Full consultation is promised on this significant change in employment law.

Zero hours contracts
Detailed consultation and legislation is expected, but as a priority pledge changes could be fast-tracked to take effect sooner.

Single enforcement body
The single body is expected to be referred to in the new Bill, but implementation may be slow whilst powers, remit, cost and funding are considered and consulted on.

Pay gap reporting
Given the complexity and consultation required, introducing ethnicity and disability pay gap reporting is likely to take time. The requirement to produce action plans to close the gender pay gap may be more quickly implemented.



Ranjit Dhindsa
Head of EPIC (Employment, Pensions, Immigration, Compliance)
+44 330 460 6727
+44 7901 913993
ranjit.dhindsa@fieldfisher.com



Nicholas Thorpe
Head of Employment
+44 330 460 6724
+44 7917 086107
nicholas.thorpe@fieldfisher.com



Richard Kenyon
Partner
+44 330 460 6729
+44 7831 193170
richard.kenyon@fieldfisher.com



Alex Watson
Partner
+44 330 460 6703
+44 7545 063903
alex.watson@fieldfisher.com



Anna Youngs
Practice Development Lawyer
+44 330 460 5901
anna.youngs@fieldfisher.com

If you would like to discuss these proposals, or how they may impact your business, please contact a member of the Fieldfisher team