



Take 5 minutes and find out what's happening in the world of HR

In July 2017 Matthew Taylor published the independent Taylor Review of Modern Working Practices. From this and subsequent consultations, the Good Work Plan was compiled which set out: The vision for the future of the UK labour market; and how the government will implement the recommendations arising from the Taylor Review. Many of the changes coming into force in 2020 are outlined in this Plan.

Introduction of bereavement leave

The government has confirmed that the new statutory right to time off for bereaved parents will start on 6 April 2020. The new Parental Bereavement Leave and Pay Act will give all employed parents a day-one right to 2 weeks' leave if they lose a child under the age of 18, or suffer a stillbirth from 24 weeks of pregnancy. Employees will be able to take leave either as a single block of leave or two separate blocks of one week of leave. Employees with 26 weeks' or more continuous service will be eligible for statutory bereavement leave pay.



Statement of key terms of employment

As a result of the Taylor Review and Good Work Plan, changes are proposed which will come into effect for workers and employees who commence work from 6th April 2020. All workers, including employees starting work on or after 6 April 2020, will be entitled to a written statement of key terms on or before the date they start (currently an employee is entitled to this within 8 weeks of starting work).

This will need to include additional details such as any probationary period and training entitlements.



The National Minimum Wage (NMW) applies to all workers and is paid at different rates according to age. There is a separate rate for apprentices, and a National Living Wage (NLW) applies to workers aged 25 and over.

Rates per hour from April 2020:

| | |
|--|-------|
| Workers aged 25 and over | £8.72 |
| Workers aged 21 and over | £8.20 |
| Development rate for workers aged 18-20 | £6.45 |
| Young workers rate for workers aged 16-17 | £4.55 |
| Apprentices under 19, or over 19 and in first year of apprenticeship | £4.15 |

More info [here](#).

National Insurance Contributions on Termination Payments

From April 2020 Class 1A employer national insurance contributions will be payable on termination payments of more than £30,000.

Holiday reference period

Most workers are full time and work set hours, in this case, they are usually entitled to 28 days (or 5.6 weeks) paid holiday. The situation becomes more complicated when a worker does not work fixed or regular hours and so does not receive the same amount of pay in each pay cycle. In these cases an employer should look back at a worker's previous 12 paid weeks (the 'pay reference period') to calculate what that worker should be paid for a week's leave.

The holiday pay reference period for determining a week's pay is changing from 12 to 52 weeks from 6 April 2020. This will ensure those who do not work a regular pattern throughout the year are not disadvantaged by taking leave at a quiet time of the year when their weekly pay might be lower.

The 52-week reference period will apply to all calculations of statutory holiday pay under the Working Time Regulations 1998, in which the 12-week reference period would otherwise have been used. This affects workers with no normal working hours, and workers with normal working hours but whose pay varies with the amount of work done or the times or days on which it is done.

IR35 Reform. The rules on off-payroll working in the private sector are amended, with the April 2017 changes to intermediaries legislation (IR35) in the public sector being extended to the private sector. The organisation, agency or other third party are made responsible for operating IR35, as opposed to the individual being engaged. However, small organisations are exempt. More details are set out [here](#).



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