

Government announces extensive employment law reform following Taylor review Copy

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GOVERNMENT ANNOUNCES EXTENSIVE EMPLOYMENT LAW REFORM FOLLOWING TAYLOR REVIEW

The Government has published the Good Work Plan in its response to the recommendations made by the Taylor Review in 2017. The amendments to current Regulation are due to come into force on 6 April 2020 as follows:

- All workers (not just employees) will have a right to a written statement of terms either before or from day one of employment (rather than within two months of starting employment).
- The reference period for determining an average week's pay (to calculate holiday pay) will increase from 12 weeks to 52 weeks, or the number of complete weeks for which the worker has been employed.

- The threshold required for a request to set up information and for a consultation will drop from 10% to 2% of employees, subject to the existing minimum of 15 employees.
- Better protection for agency workers, zero hours workers and others with atypical working arrangements – Repealing the exception in the Agency Workers Regulations, which currently excludes agency workers from the right to equal pay with comparable direct employees if they have an employment contract that guarantees pay between assignments i.e. when they are “on the bench”.
- Publishing on gov.uk on a quarterly basis the names of employers who fail to pay tribunal awards within a reasonable time

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