

# LUNCHTIME WEBINAR – What do employers need to know about in 2024?

LUNCHTIME WEBINAR – 6 FEBRUARY 2024

2024 promises to be another busy year for employers, with major changes to employment law ahead. Our lunchtime webinar will bring you up to speed on the key developments to look out for this year.

We will cover the following areas:

- **Working time and holidays:** we will consider recent and future changes to the rules on working time and holiday entitlement, including how holiday is accrued, when it may be carried forward and how it should be paid.
- **Sexual harassment:** we will explain the new duty on employers to take proactive steps to prevent sexual harassment at work, and the consequences of failing to do so. The new duty is expected to come into force in October 2024.
- **Flexible working:** we will consider reforms coming into force in April 2024, which will make the right to request a Day 1 right, as well as future changes likely to make the process more onerous for employers. We will also discuss the new and separate right for workers to request more predictable working patterns.
- **Redundancies:** we will consider changes coming into force in April 2024, which will provide pregnant employees and those returning from certain types of family leave with special protection in redundancy situations.
- **Carer's leave:** we will outline the new right for employees to take one week's unpaid carer's leave, which comes into force in April 2024.

- **Discrimination law:** we will explain recent changes to the Equality Act 2010, which were introduced to maintain the level of legal protection for workers post-Brexit. The key changes concern the rights of new mothers.
- **TUPE transfers:** we will consider recent changes to the requirements to inform and consult affected staff, which will apply to transfers taking place on or after 1 July 2024.
- **Round up of other changes on the horizon:** we will bring you up to speed on other key reforms on the horizon, including the introduction of neonatal leave, changes to paternity leave and the proposed limitation of non-compete covenants. We will also consider what a future Labour Government might mean for employment law.

**Date:** Tuesday, 6 February 2024

**Time:** 12.00pm-1.00pm

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