

EMPLOYER ESSENTIALS IN 2024 HR & REGULATORY UPDATE

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31/01/2024

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Holiday Pay

- Irregular and part-year workers – new accrual system at 12.07%
- Rolled up holiday pay
- Holiday years that start from 1 April 2024



New duty to prevent sexual harassment of employees

- New legislation - reasonable, proactive steps to prevent sexual harassment of employees
- Coming into force in October 2024



Tips and gratuities

- Requirement to ensure allocated fairly and transparently
- Written policy and records
- Expected to come into force by May 2024





Immigration

- Home Office published code of practice on right to work checks – in force from 13 February 2024
- For a first breach there are fines of £45,000 per illegal worker (increase from £15,000)
- Maximum fines of £60,000 per illegal worker for repeat breaches (increase from £20,000)



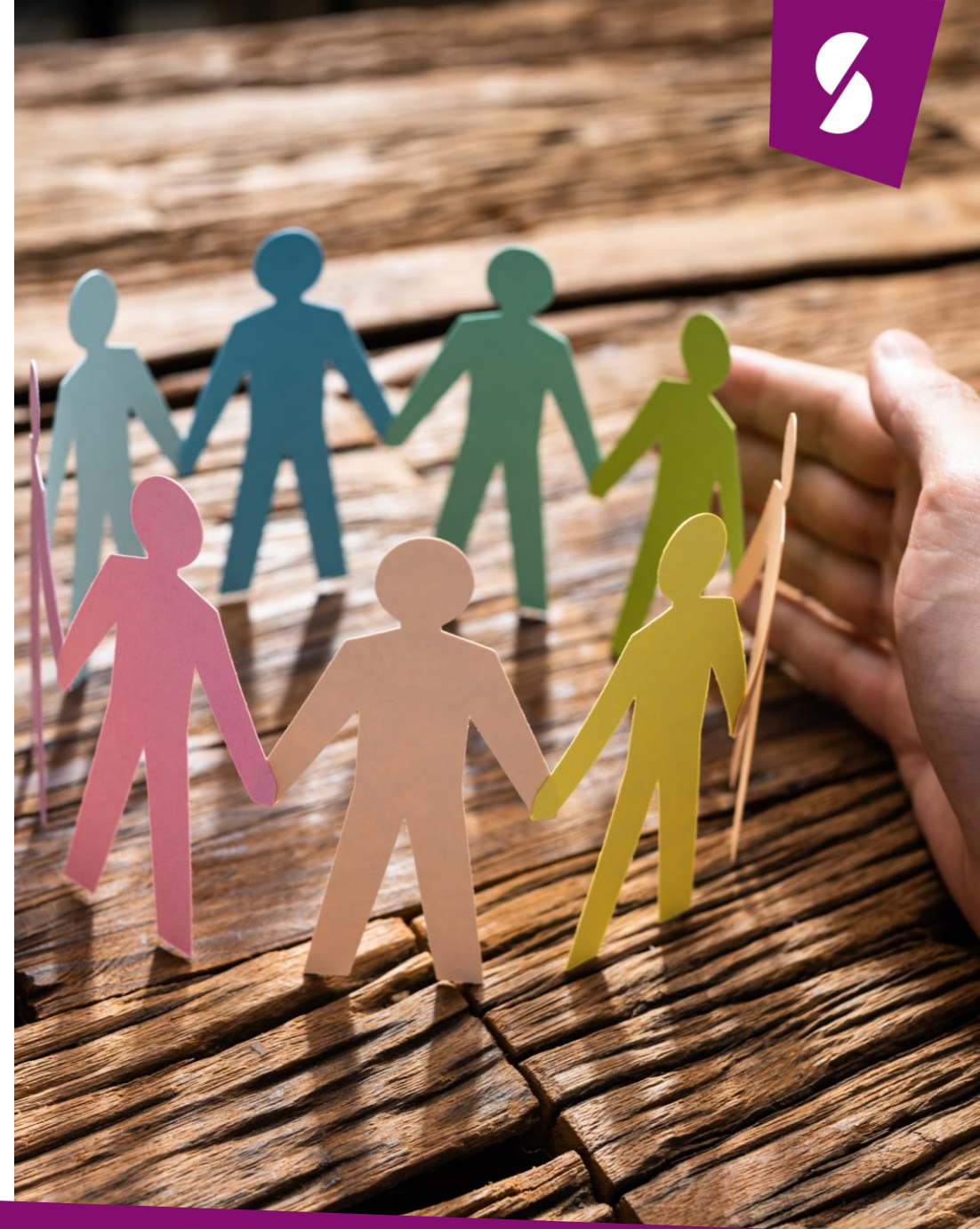
Managing Risk – Young Workers (13-16 year olds)

- Specific duties under the Man (H&S) at Work Regs 1999
- Risk Assessment (written if 5+ employees), Instructions, Training and Supervision
- Proportionate approach based on maturity, understanding, physical capability and working environment



Workplace Violence

- 5th most common non-fatal (lost time) type of injury in the UK
- Useful starting point is INDG 69 ...Do you have a problem?, What do you need to do?, Introduce what you have identified and then check if this is enough





Workplace Premises Safety

- Slips, Trips and Falls
- Working at height
- Transport-related risks

Contractors are often still the main “Achille’s Heel” for business



What's around the corner ...Protect Duty Bill (Martyn's Law)

- Aim is to mitigate impact of terrorist attack and reduce harm
- Will apply to publicly accessible places & spaces
- Standard tier – 100-799 capacity
- Enhanced Tier – 800+ capacity
- Potential Civil & Criminal Liability

