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## What if...

I need to prepare my business for changes in employment law in 2019?



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Last month, we looked at what 'New Year Resolutions' business owners should think about making to prepare their business for the year ahead. This month, we examine what changes in employment law businesses will have to meet in 2019.

### Brexit

On 29<sup>th</sup> March, the UK is set to leave the EU. Whether the UK leaves with a deal or not, the Government has confirmed that there will be no major changes to employment law and health and safety regulation.

Current Data Protection obligations will also continue to apply and there will be changes to who will have the right to work in the UK.

Workers from other EU countries who have lived in the UK for five years or more will be able to apply for settled status from March. Others will be able to apply for pre-settled status, allowing them to remain until they have accrued enough residency to be granted settled status.

### Minimum Wage and Pension contributions

From 1<sup>st</sup> April the National Minimum Wage will increase to:

25+ year olds:	£8.21	21-24 year olds:	£7.70
18-20 year olds:	£6.15	16-17 year olds:	£4.35
The apprenticeship rate:	£3.90		

Minimum contributions for auto-enrolment pension schemes will increase for employers to a minimum of three per cent.

### Employment Tribunal Compensation Limits increases

April will also see the compensation an Employment Tribunal can award for unfair dismissal increase to more than £83,682.

Redundancy pay, guaranteed pay, statutory sick pay and maternity pay will also increase.

### Good Work Plan

Within the next 18 months changes will be introduced including:

- allowing for breaks of up to four weeks between contracts without affecting continuity of service, allowing more employees to qualify for unfair dismissal
- requiring a employment contract to be given to workers and employees on their first day
- banning employers making deductions from staff tips
- increasing the penalty for employer's aggravating conduct to £20,000.

Whilst we can't predict the future, Hethertons can help you prepare for the changes ahead. If you need any help preparing, contact Hethertons Solicitors on **01904 528200** and speak to one of our employment team.

 #aNewShapeOfLawyer