

UK employment law - future developments

Anticipated changes to employment law in England and Wales.

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Applicable Law	UK
Topic	Employment, Pensions & Incentives > Documents & policies, Remuneration, Parental rights, Discrimination & harassment, Flexible & atypical working, Tax , Regulatory

A monthly round up of anticipated changes to employment law in England.

Date	Development	Comment
2019		
Spring	Government to assess and respond to the review into barriers for women in business.	Further details are available here .
29 March	Expected commencement of Brexit transitional period.	Further details available here .
04 April	Next Gender Pay Reporting deadline.	Our microsite is available here .
06 April	The Itemised Pay Statement Order comes into effect giving every employee the right to a written itemised pay statement at or before the time at which their wages or salary is made.	Further details are available here .
06 April	Employer Class 1A NICs become payable on any element of termination payment that exceeds £30k.	Further details are available here .
06 April	BEIS to have reviewed early conciliation regime.	
30 April	BEIS to have reviewed flexible working regulations.	
09 December	Extension of SMCR to all FCA solo-regulated firms will commence.	Our microsite on the regime is available here .

Before the end of the year	BEIS to publish results of independent survey on parental rights.	Further details are available here .
2020		
01 January onwards	First round of Executive Pay Ratio reporting (for FYs from 01 January 2019).	
April	The off-payroll working public sector rules will be extended to the private sector.	
April	Introduction of Parental Bereavement Leave.	
April	Employer Class 1A national insurance contributions on termination payments over £30,000 will be introduced.	
06 April	<p>Good work plan implementations take effect, including:</p> <ul style="list-style-type: none"> • annual leave calculation changes from 12 to 52 weeks • section 1 statements extended to workers and as a day 1 right for all • additional information in section 1 statement list • lower threshold for Information & consultation trigger 	Further details are available here .
09 December	SMCR - date by which initial certification process and training of conduct rule staff must have been concluded.	
31 December	Expected end date of Brexit transitional period.	

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