

## UK employment law - future developments

Anticipated changes to employment law in England and Wales.

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<b>Applicable Law</b>	UK
<b>Topic</b>	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
<b>2018</b>		
17 October	PRA consultation (CP20/18) on implementing the extension of the senior managers and certification regime (SM&CR) to insurers Part 2, is due to close	Further details are available <a href="#">here</a> .
29 October	The Autumn Budget to be published. Government response to the Consultation on employment status expected.	Further details available <a href="#">here</a> .
13 November	2018 Hampton-Alexander Report on women in leadership to be published.	Further details are available <a href="#">here</a> .
December	HM Treasury and New Financial to produce annual review of progress made by signatories to the Charter on representation of women in senior management in financial services.	Further details <a href="#">avai</a>
10 December	FCA Consultation closes on its proposed guidance on statements of responsibilities and responsibilities maps for FCA firms, in the context of the extension of SMCR.	Further details <a href="#">avai</a>
10 December	Extension of Senior Managers Regime to all Financial Services and Markets Act authorised persons to commence for insurers.	Our microsite on th regime is available
<b>2019</b>		
09 January	The government consultation seeking views on mandatory Ethnicity Pay Reporting (EPR) closes.	Further details are available <a href="#">here</a> .

11 January	The Law Commission's Consultation on reforming employment law hearing structures closes.	Further details are available <a href="#">here</a> .
Spring	Government to assess and respond to the review into barriers for women in business.	Further details are available <a href="#">here</a> .
29 March	Deadline for conclusion of Article 50 withdrawal agreement from the EU Expected commencement of Brexit transitional period.	Further details available <a href="#">here</a> .
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 <a href="#">here</a> .
06 April	Employer Class 1A NICs become payable on any element of termination payment that exceeds £30k.	Further details are available <a href="#">here</a> .
06 April	BEIS to have reviewed early conciliation regime.	
30 April	BEIS to have reviewed flexible working regulations.	
Mid-to-late 2019	Extension of Senior Managers Regime to all Financial Services and Markets Act authorised persons expected to commence.	Our microsite on the regime is available
09 December	Extension of SMCR to all FCA solo-regulated firms will commence.	
<b>2020</b>		
31 December	Expected end date of Brexit transitional period.	

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