

Changes to employment law

1. **Flexible Working:** From 6 April 2024, the Employment Rights (Flexible Working) Act 2023 allows employees to request flexible working from the first day of employment, a shift from the previous requirement of 26 weeks of service. Employees can now make two requests within a 12-month period, and employers must respond within two months, providing reasons for any refusal. ([CIPD](#)) ([Personnel Today](#))
2. **Carer's Leave:** The Carer's Leave Act 2023 introduces a statutory entitlement to one week of unpaid leave per year for employees caring for a dependent with long-term care needs. This is also effective from 6 April 2024 and applies from day one of employment. ([CIPD](#)) ([Personnel Today](#))
3. **Redundancy Protection:** The Protection from Redundancy (Pregnancy and Family Leave) Act 2023 extends redundancy protection for employees on maternity, adoption, or shared parental leave to cover an additional 18 months after the birth or adoption. This act aims to provide greater security for new parents in the workplace. ([CIPD](#)) ([Gowling WLG](#))
4. **Predictable Working Patterns:** Expected to come into force in autumn 2024, the Workers (Predictable Terms and Conditions) Act 2023 will allow workers to request more predictable working patterns, benefiting those in irregular or gig economy jobs. ([Gowling WLG](#)) ([Personnel Today](#))
5. **National Minimum Wage Increase:** From 1 April 2024, the National Living Wage will increase to £11.44 per hour for workers aged 21 and over, with proportional increases for younger workers and apprentices. ([CIPD Community](#))
6. **Harassment Prevention:** The Worker Protection (Amendment of Equality Act 2010) Act 2023, effective October 2024, introduces a duty on employers to take reasonable steps to prevent sexual harassment. Failure to comply may result in up to a 25% increase in compensation awards by employment tribunals. ([Gowling WLG](#)) ([Personnel Today](#))
7. **Allocation of Tips:** The Employment (Allocation of Tips) Act 2023 mandates that employers must fairly distribute tips to their employees, ensuring transparency and fairness in tip allocation practices. ([CIPD Community](#))