



HR Business Solutions

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2018-2019 employment law

Here we summarise the latest employment law changes and legal updates from 2017-2018.

The Government has introduced several new changes in employment law in 2017-2018. Brief details of these changes are listed below.

Upcoming updates

May 2018: General Data Protection Regulations

The General Data Protection Regulations intend to strengthen and unify data protection for all individuals within the European Union. The primary objectives of the GDPR are to give citizens and residents back control of their personal data and to simplify the regulatory environment for international business. The UK government has confirmed that although it will be leaving the EU they will commit to the regulations.

October 2018: Childcare Voucher Scheme

Childcare voucher salary-sacrifice schemes will close to new entrants from October 2018, but can continue for existing users. The new tax-free childcare scheme does not involve employers-individual apply themselves

Recent updates pre 2018

December 2017 - March 2018: Fit for Work service

In **England and Wales**, the service stopped accepting new referrals in December 2017, but will continue to deal with ongoing referrals until 31 March 2018. In **Scotland**, the service is due to end on 31 March 2018 though they may stop accepting new referrals before this date, though this is still to be confirmed.

In all locations, Fit for Work will continue to provide telephone advice, webchat, email service and online resources until March 2018.

April 2017: The Immigration Skills Charge Regulations 2017

From April 2017 employers who sponsor skilled workers under tier 2 of the points based system have had to pay £1,000 per certificate of sponsorship.

Employers should confirm that they have checked that all their current employees have the right to work in the UK, and that they can prove that those checks have taken place. A paper trail will be essential.

April 2017: Gender Pay Gap Reporting

To address the gender pay gap, the Government has introduced a requirement for all large organisations to publish their gender pay gap. Employers will need to publish key wage information taken on a snapshot date each year. This will need to include the difference in hourly earnings as well as the gap in bonus pay.

Need further help? Acas offers [Gender Pay Training](#).

April 2017: Apprenticeship Levy

Employers with a wage bill of more than £3 million per year now have to pay an apprenticeship levy. The levy will apply to all industry sectors, in both the public and private sector, for the purpose of raising money to meet the cost of apprenticeship schemes across the UK.

March 2017: Trade Union Act

The Act reforms the rules on trade union ballots for taking industrial action. The main provisions of the Act are :

- 50% turnout threshold for there to be a valid ballot on industrial action.
- Threshold of 40% support from all members in order to take industrial action in key sectors.
- Four month time limit for which the ballot will remain valid to authorise industrial action.

Annual updates

April: National Minimum Wage and National Living Wage

Increases in hourly rates of pay for both the National Minimum Wage and National Living Wage. Details in the table below.

Statutory payments 2018

Weekly payments	From April 2018
<u>Maternity/Paternity/Adoption</u>	£145.18
<u>Sick pay</u>	£92.05
<u>Lower Earnings Threshold</u>	£116
Hourly payments	

Weekly payments	From April 2018
National Living Wage Workers aged 25 and over	£7.83
National Minimum Wage	
Workers aged 21-24	£7.38
Workers aged 18-20	£5.90
Workers ages 16-17	£4.20
Apprentice rate	£3.70

Source: ACAS