

News updates

1. New employer duty to prevent sexual harassment in the workplace comes into force on 26 October 2024.

- Employers need to act now to make sure they have taken “reasonable steps” to prevent workplace sexual harassment.
- By itself, organising training for your staff is unlikely to be sufficient to meet the requirement to take reasonable steps.
- Failure to comply with your duty not only makes it more likely that one of your employees will be sexually harassed at work, but it increases your potential liability by up to 25%. You could also face enforcement action from the Equality and Human Rights Commission.



2. Reported internal division in the Government about probationary periods and day one unfair dismissal rights

News reports suggest that one faction is pushing for probationary periods to be capped at 0-3 months and the other faction wants to allow probationary periods of 9-12 months.



3. New right to request a more predictable working pattern no longer coming into force

The Department for Business and Trade intends for it to be replaced with a different right “to a contract that reflects the number of hours regularly worked”. This appears to be part of the plan to end “one-sided” zero-hours contracts.



4. We are due the new Employment Rights Bill by 12 October

So, there is not long to wait until we have some certainty and more detail about the upcoming changes to employment law. Watch this space because October promises to be a lively month!

Upcoming HR Cabinet

We host our HR Cabinet **via Microsoft Teams** at **8.30am** on the last Thursday of every month. The next HR Cabinet is on **Thursday 31 October 2024**. The aim of the HR Cabinet is to give you the opportunity to talk about HR matters with your peers – including the issues in this news update.

If you would like to attend the HR Cabinet please drop an email to our marketing team marketingdept@bpcollins.co.uk and someone will arrange for you to be sent an invite.