

Changes to employment law: impact on hospices

Big Conversation
Tuesday 11th February 2025



Our Big Conversation events are supported by:



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Agenda

11:00	Welcome and Introduction	Paul Fraser, Deputy Director of Programmes Hospice UK
11:05	Labour's Changes to Employment Law Things Can Only Get Better?	Tom Parkes, Partner - Employment Department Keely's Solicitors
11:40	Q&A	All
11:55 - 12:00	Close	Paul Fraser, Deputy Director of Programmes Hospice UK

Labour's Changes to Employment Law

Things Can Only Get Better?

Tom Parkes

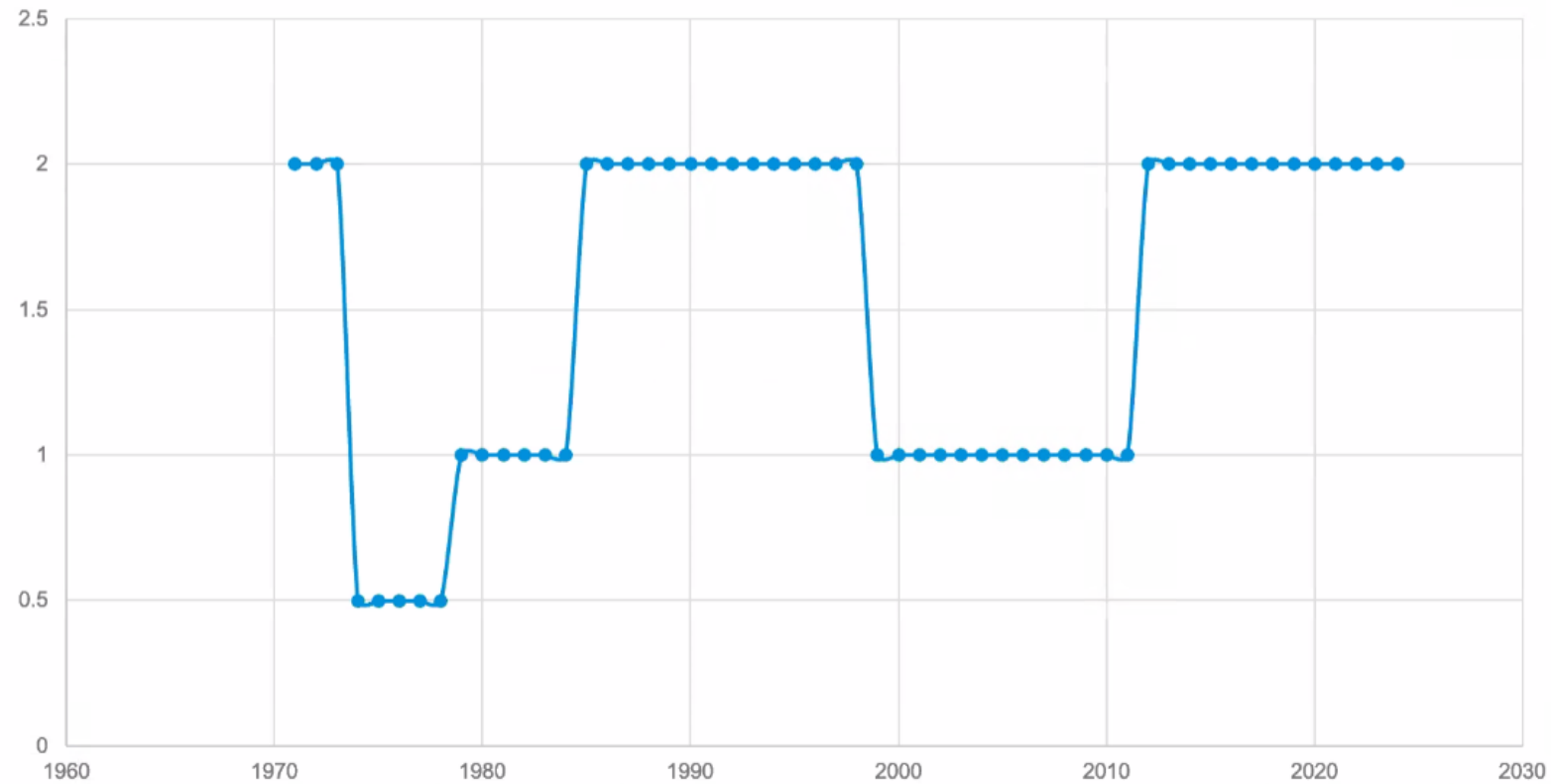
Partner - Employment Department

Employment Rights Bill

- Parliamentary process
- Consultation
- Regulations
- Implementation 2026

Qualifying Periods since 1971

11KBW



Unfair Dismissal

Current position:

- 2 year qualifying period
- (1 year in NI)
- Potentially fair reasons
- Fair in all the circumstances



The New Law

- Day 1 right
- “Initial period of employment” – 9 months?
- Can give up to 3 months’ notice
- Have to show dismissal is for capability or qualifications, conduct, illegality, or some other substantial reason **relating to the employee**
- Regulations will set out steps for dismissal to be fair. “A light touch process”

Reason for dismissal

Redundancy

SOSR not relating to the employee

Full Unfair Dismissal

Conduct

Capability

Illegality

SOSR relating to the employee

Light Touch Process



Day 1

9 months
Length of service

Unfair Dismissal

- Lower amounts of compensation?
- No sooner than October 2026

Ending Fire and Rehire

- Current position
- Automatically unfair if principal reason for dismissal is that employee refused to agree a variation to their contract and employer wants to rehire the same employee, or someone else, on different terms but with substantially the same duties
- Exception if necessary for the survival of the business
- Interim relief?
- Variation clauses
- Can you threaten to fire and rehire or to make redundant?

Collective Redundancies/ Renegotiation of Terms

- Current position: 20 redundancies at one site
- Woolworths case
- In future: 20 redundancies anywhere in UK
- Increases to protective awards?

Flexible Working

- Current position: 2 requests per year from day 1, employer must deal with requests in a reasonable manner, 8 reasons to refuse
- Same reasons to refuse will apply
- Employer will have to state why they consider it reasonable to refuse
- Same penalty of 8 weeks' pay

Statutory Sick Pay

- No more waiting days
- Lower earnings threshold (£123) removed
- Lower rate for low earners: 60-80% of pay?

Leave

- Paternity and parental leave will be day 1 rights
- Bereavement leave – one week
- 6 months' protection for new mothers?

Zero Hours Contracts

- Current position
- Guaranteed hours offer
- Applies to zero hours and low hours workers
- 12 week reference period?
- Regularity of hours in reference period?
- Offer must reflect the reference period hours
- Can be a new contract or a variation to existing contract
- It can be a limited term contract if specific task, event or temporary need
- Exception if contract terminated fairly

Zero Hours Contracts

- Repeated offers at the end of subsequent reference periods
- Worker can claim for pay lost by not having guaranteed hours contract, subject to cap
- How will this apply to agency workers?

Zero Hours Contracts

- Reasonable notice of shifts
- Reasonable notice of cancellation of shifts or changes to them
- How will this work with agency workers?

Sexual Harassment

- Duty to take **all** reasonable steps to prevent sexual harassment
- Vicarious liability
- 25% uplift in compensation
- Employer liable if they permit third party harassment unless they have taken all reasonable steps to prevent it

Over 250 employees

- Action plans on gender pay reporting and supporting employees through the menopause

Limitation Period

- Current position
- New 6 month period

Trade Unions

- Contract will have to state right to join a union
- Access agreements
- Union recognition
- Lower thresholds for strikes
- Workers will be protected from detriment for participating in lawful strike action

Fair Work Agency

- One stop shop for enforcement of labour market legislation
- Abolish Gangmasters and Labour Abuse Authority and the Director of Labour Market Enforcement

Future Changes

- Right to switch off
- Larger employers to report ethnicity and disability pay gap
- Simplifying employment status
- Reviewing parental leave and carers leave
- Next parliament?

What You Need To Do

- Ensure contracts include variation clauses
- Await further details
- Subscribe to our retainer service for
 - More detailed webinar when details announced
 - Amendments to your documents
 - Access to precedents online
 - Unlimited advice on day to day issues
 - Optional cover for tribunal costs
- For a quote contact tparkes@keelys.co.uk

Keelys Employer Support Scheme



“Keelys Solicitors, especially Tom Parkes, has been a great support over the last five years. With over 350 employees and 800 volunteers, his honest, straightforward and practical advice has really helped myself and the wider team navigate some challenging employee issues.”

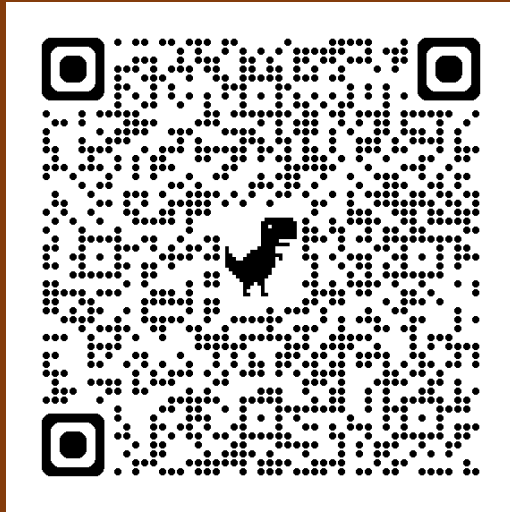
Lisa O’Neil – People Director at St Michael’s Hospice, Hereford.

- For a quote contact tparkes@keelys.co.uk

Feedback Survey

**Changes to employment law:
impact on hospices**

Big Conversation 11th February 2025



Please spare a few minutes to answer this survey, to help us continue to improve future Big Conversations events:

<https://forms.office.com/e/17x1zCwFbk>

Big Conversations

The Big Conversations series comprises webinars, workshops, and roundtables that enable our members to:

- learn more about key issues
- share knowledge and experience to inform our work
- discuss problems and solutions with peers
- get practical guidance to move work forward.

We invite you to continue engaging with us in the months ahead, as we explore a range of important topics. Upcoming events:

- Children's Palliative Care Outcome Scale (C-POS) – 13th February
- Assisted Dying: Engage and Support your Workforce – 20th February
- National Hospice Data – 26th February

Scan Me



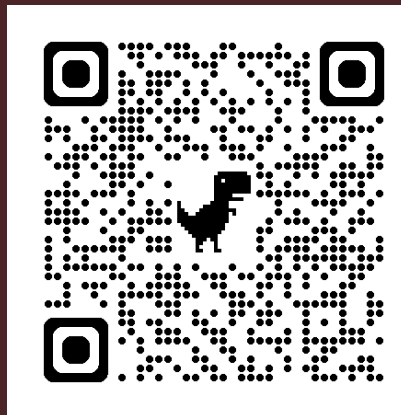
Jobs Board March 2025 Sale

All job listings on our Jobs Board are half price from 1st March to 31st March.

Check out our packages starting from just £74 for a standard listing.



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Stay up to date



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Our [Member Update page](#) is updated regularly so you can keep up with our key work and priorities from week to week.

The page is hidden from the public and will not come up in web searches, so we'd recommend bookmarking it!

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