

WHAT THE NEW EMPLOYMENT RIGHTS BILL MEANS FOR THE LEISURE AND TOURISM SECTOR

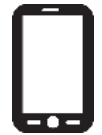
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Pay

What's changing?

National Living and Minimum Wage increases from 1 April 2025

- £12.21 (21 years and over)
- £10.00 (18 to 20 year olds)



Pay

What should you be doing?

- Is this going to impact your pay structure and role differentiation?
- Do you have any pay practices currently which might bring staff below the minimum wage levels?



Fire and rehire

Where are we and what's changing?

- Current: Code of Practice – has applied since 18 July 2024
- Could become automatically unfair



Zero hours contracts

What's changing?

- Requirement for employers to make an offer of guaranteed hours
- Introduction of a right to reasonable notice of shifts and to payment for shifts cancelled or curtailed at short notice



Zero hours contracts

What should you be doing?

- Review your workforce: how many zero hours contracts do you have currently?
- Review what the financial impact could be of the changes: remember the 12-week average
- Review your approach to shift planning/notification



Unfair dismissal

What's changing?

- Removal of the qualifying period to claim ordinary unfair dismissal
- Introduction of 'initial employment period'- lighter touch dismissal process and potential lower compensation opportunity



Unfair dismissal

What should you be doing?

- Keep an eye on consultation and get involved
- Review and revise your probationary period processes
- Be judicious in your recruitment



Sexual harassment

What's changed?

- Employers are now under a proactive duty to take reasonable steps to prevent sexual harassment
- Can lead up a 25% uplift in compensation if breached



Sexual harassment

What should you be doing?

- Run training sessions
- Encourage a 'speak up' culture
- Review or implement policies, including a customer facing policy





THANK YOU



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Q&A

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