

# ELS Employment Timeline

## April 2018

- **Minimum Wage and National Living Wage increase**
- **New tax regime applies to termination payments (from 6 April 2018)** – Employers must deduct tax from notice pay. Employers' National Insurance deductions applicable from 2019
- **Childcare voucher schemes** – The schemes closed to new entries
- **Gender pay gap** – First gender pay gap reports published on 4th April (private sector). Public sector organisations on 31st March 2018
- **Pension Auto Enrolment** – The minimum contribution to pensions under automatic enrolment increases (from 2% to 5% of qualifying earnings on 6 April 2018)

## May 2018

- **Data Protection (GDPR)** – General Data Protection Regulation (GDPR) comes into force on 25 May 2018 introducing a potential sanction of up to 4% of global turnover or 20 million Euro (whichever is the greater) for breaches of data protection law

## June 2018

- **Consultation on parental bereavement leave closes** – The aim is to shape a bill giving parents a statutory right to parental bereavement leave and pay. The consultation closes on 8 June 2018 and regulations are expected to be introduced in 2020
- **Supreme Court dismissed Pimlico Plumbers appeal** and holds that plumber was a 'worker' and not self-employed.

## October 2018

- **Uber case appeal (worker rights)** – This is to be heard by the Court of Appeal on 31 October 2018
- **Equal pay (Asda stores Ltd cases)** – Over 7,000 claimants are bringing a group action against Asda to be heard in the Court of Appeal on 23 October 2018. This is a high profile case which follows an Employment Appeal Tribunal decision that a predominately female group of retail staff can compare themselves to more highly paid distribution depot staff that are predominately male

## 2019

- **Review of the Early ACAS Conciliation process** – The process which all potential claimants must enter into before being able to lodge a claim at an Employment Tribunal is to be reviewed
- **Flexible working review**

## March 2019

- **UK expected to leave the European Union**

## April 2019

- **Payslips** – Employers will be required to include on payslips the number of hours worked for which they are being paid

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**In our last Employment law update we reported on the following matters. To date there has been no or little progress.**

- **Public Sector Exit & Repayments Payment Regulations** – The intention to reform the exit payments made to public service employees when they leave employment were expected to be implemented. The regulations are yet to be laid before Parliament and will require employees to pay back some or all of the exit payment if they return to work in the public sector over a given timescale
- **Shared Parental Leave extended to grandparents** – The Government announced plans to extend shared parental leave to grandparents with an aim to introduce this during 2018. There is no firm date for implementation

**Watch this space!**

- **Closed Recruitment** – In 2016 the Government sought views on the proposal that all public sector employees are to publish information on levels of internal-only recruitment used within their organisation, a cap on the proportion of roles recruited only internally and a general ban on all internal- only recruitment. A response is yet to be published

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- **Brexit** – Implications on employment law following the triggering of Article 50
  - **Gender Pay gap** – Government to introduce measure to tackle gender pay gap based on race, faith, disability or sexual orientation
  - **Gender Pay gap prediction** – Will the current reporting dealing with disparity of salary between males and females mean an increase in equal pay grievances and/or employment tribunal claims?
  - **Employee data monitoring** – The Regulation of Investigatory Powers Act 2000 (RIPA 2000) to be replaced by The Investigatory Powers Act 2016 on a date to be announced. This provides legal provisions on monitoring emails and internet use of employees
  - **Foster carers** – In the case of *Armes v – Nottinghamshire County Council* [2017] UKSC 60 the Supreme Court decided local authorities can be vicariously liable for abuse inflicted by fosters carers on children in their care

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**Please go to [elslegal.org](http://elslegal.org) for more information on these topics. If you would like additional information please let us know.**

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Our specialist employment team provide practical advice that helps you every step of the way. We organise training, workshops and legal updates so you can tackle any challenge ahead.

The timeline does not cover all employment developments.

**Helpline number 0333 013 9993**  
(for subscribing organisations only)