Employment Legislation Time Line

25 June 2013

29 July 2013 1 October 2013 31 January 2014 6 April 2014 30 June 2014

1 October 2014

2015

Whistleblowing

Changes include amendments to the 'public interest test', and 'good faith' requirements.

Collective Redundancies

Minimum consultation period for collective redundancies for 100+ staff is now 45 days. Those whose contracts expire naturally are excluded from consultation requirements.

Third Party Harassment

Third party harassment liability for employers ceases.

Discrimination Questionnaires Abolished.

Mandatory Early Conciliation Must be attempted through ACAS before a claim can proceed in the Employment Tribunal.

Equal Pay Audits

Employment Tribunals will be able to order an employer to carry out an equal pay audit where they are found to have breached laws on equal pay.

Antenatal Leave

Statutory right for prospective father/a mother's partner to take time off work to attend up to two antenatal appointments.

Employment Tribunal Fees

An issue fee and a hearing fee are now required for all claims brought before an Employment Tribunal. These are payable by the Claimant.

Settlement Agreements

Renamed from compromise agreements. Pre-termination negotiations also introduced.

52 Weeks' Pay Cap on Compensatory Award for Unfair Dismissal

TUPE Changes

Changes include:

- New test for post transfer changes to terms and conditions.
- Collective redundancy consultation prior to a transfer.
- Changes to collective agreements permissible one year after the transfer.
- Employee liability information 28 days before transfer.

Flexible Working

Right to request flexible working extended to all employees who have worked longer than 26 weeks.

Shared Parental Leave

From 5 April 2015, after the first two weeks of maternity leave, parents will be able to share parental leave between them. Adopters will have the same rights to paternity leave and pay, which will also be extended to parents in a surrogacy situation.

Caste Discrimination

Caste will be considered as an aspect of race in relation to discrimination under the Equality Act 2010.