
Understanding and Complying with Employment Law 2024.

Employment law is complex and constantly evolving. Understanding and complying with employment law is crucial for protecting your business and ensuring the fair treatment of employees. Here's an overview of key employment laws in the UK in 2024.

Employment Contracts

All employees are entitled to a written statement of their terms and conditions of employment. This should include details such as job title, salary, working hours, and notice periods. Ensure that employment contracts are clear and compliant with the law.

Minimum Wage

The National Minimum Wage and National Living Wage set the minimum pay rates for employees. As of April 2024, the National Living Wage for employees aged 23 and over is £10.42 per hour. Ensure that all employees are paid at least the minimum wage.

Working Time Regulations

The Working Time Regulations set limits on working hours and entitlements to rest breaks and paid annual leave. Employees should not work more than 48 hours per week on average, unless they opt-out in writing.

Equality Act 2010

The Equality Act 2010 protects employees from discrimination based on characteristics such as age, gender, race, disability, and sexual orientation. Ensure that your workplace policies and practices promote equality and prevent discrimination.

Health and Safety

Employers have a duty to ensure the health, safety, and welfare of their employees. This includes conducting risk assessments, providing training, and implementing measures to prevent accidents and injuries.

Redundancy and Dismissal

Ensure that redundancies and dismissals are handled fairly and in accordance with the law. Employees are entitled to a minimum notice period, and in some cases, redundancy pay.

How PeoplePlus Can Support You

Navigating employment law as a new employer can be challenging, but PeoplePlus is here to help. Our training programmes, webinars, and 1-2-1 business coaching can provide you with the knowledge and support needed to help you when faced with the task of taking on staff and navigating this as a new employer. Contact us today to learn more about how we can support you and your business.

