



Labour's first 100 days: What HR wants from employment law

HR Magazine

Ben Smith, senior associate at law firm GQ|Littler, believes that employers want clarification on some of those election pledges.

He told HR magazine: “Reforms that employers are likely to want prioritised by Labour are: clarification of day-one unfair dismissal, including how probation periods will be restricted and what 'fair and transparent rules and processes' require for a fair dismissal during probation.

“This is a significant change to the law and employers will want to maximise the amount of time they have to prepare.

“[Employers would also want Labour to prioritise] reforms to the Low Pay Commission to make the minimum wage a 'genuine living wage', to allow employers as much time as possible to plan for increased costs.”

Smith added the government should also clarify holiday pay rules.

“While not in Labour’s manifesto, employers would no doubt welcome clarification of the complex holiday pay rules,” he continued.

“Recent reforms by the last government created new areas of uncertainty, so simplification could solve a big headache for employers.”