

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<b>Hiring</b>		
<b>Zero hour contracts no longer permissible</b>	<p>“Zero-hour contracts” are effectively prohibited. Employees are now entitled to a guaranteed minimum scope of work and expected working hours.</p> <p>Effective date: January 1, 2019. Employers have until July 1, 2019 to update contracts entered into prior to this date.</p>	Be aware of the changes and update contracts to ensure compliance.
<b>Hiring</b>		
<b>Temporary employees’ right to claim permanent employment</b>	<p>(1) Temporary employees are granted extended rights for claiming permanent employment.</p> <p>(2) Previously, an employee continuously employed as a temporary replacement could claim permanent employment after 3 years. If the work was temporary in nature (e.g. project work), however, permanent employment could only be claimed after 4 years.</p> <p>(3) Employees continuously (temporarily) employed based on a combination of the above can now claim permanent employment after 3 years.</p> <p>Effective date: January 1, 2019.</p>	Be aware of the changes and the circumstances in which temporary employees can claim permanent employment.
<b>Hiring</b>		
<b>Preferential right for part-time staff</b>	<p>Eligible part-time employees have a preferential right to increase their working hours rather than their employer recruit new employees. This right has expanded, allowing preferential rights to be exercised in respect of only ‘part’ of a vacant position. E.g. an employee in a 60% position can claim preferential right to 40% of an advertised 100% position to fill up his/her own existing position.</p> <p>Effective date: January 1, 2019.</p>	Be aware of the changes, especially when looking to recruit new staff to perform roles similar to existing part-time staff.

This is a high level general update only. Legal advice should be obtained on specific circumstances.