

Overview	Legal Change	Action required
<p>Employment Law Changes Several changes were introduced, effective from March 4th 2019</p>	<p>The Employment (Miscellaneous Provisions) Act 2018 has introduced several measures designed to protect employees on insecure contracts or working variable hours.</p> <p>Two key changes are summarised below.</p>	<p>Make sure you are aware of and apply the new rules.</p>
<p>Day 5 Statement</p>	<p>Employers must provide employees, in writing, with their core employment terms within 5 days of the start of the employment.</p> <p>The Statement must include:</p> <ul style="list-style-type: none"> > full names of employer and employee; > full address of the employer; > expected duration and end date of the contract; > the rate of pay; > the method of calculating wages; > the hours of work expected. <p>If the employer fails to provide the Statement or it contains false or misleading information the employee can be entitled to receive up to 4 weeks' pay in compensation. Failure to provide it is also an offence liable to a fine and/or 12 months imprisonment for officers of the employer.</p> <p>It is a defence to show that the employer exercised due diligence and took reasonable care.</p>	<p>Make sure you are aware of and apply the new rules.</p>
<p>Zero-hours contracts</p>	<p>Except in very limited cases, 'zero hours' contracts are prohibited. Employers are no longer able to require employees to be available for work as and when needed without providing an entitlement to a guaranteed band of weekly hours. There is also a minimum payment entitlement for employees on low hours contracts who work less than the hours stated in the contract.</p> <p>This prohibition does not apply to work of a genuinely casual nature.</p> <p>In addition, anti-penalisation rules have been introduced to protect employees exercising these new rights. Penalisation includes suspension, dismissal, demotion, risk to employment terms, disciplinaries, coercion and intimidation. Penalties include awards of up to 2 years remuneration.</p>	<p>Make sure you are aware of and apply the new rules.</p>

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