

Change to Early May Bank Holiday in 2020

Next year's Early May Bank Holiday is expected to be moved from the first Monday in May to Friday 8th May across all areas of the UK in honour of the 75th anniversary of VE Day. Wondering if your employees are affected by the change? Read on:

- Time off on Bank Holidays is usually covered as part of an employee's contractual arrangements and set out in their statement of main terms (SMT).
- Employees may assume that they will be entitled to a day off on Friday 8th May 2020; but there is no automatic entitlement for employees to have a Bank Holiday off.
- Employers will have to review the content of the SMT to identify their contractual position on giving employees time off on the moved Bank Holiday.
- Entitlement to Bank Holidays can be expressed in many different ways and the exact wording of the SMT will need to be analysed to determine whether employees have a contractual right to take the Friday off or not.
- Employers are encouraged to plan ahead of time and work out a solution that suits their specific business needs, making sure this is communicated to the workforce as early as possible to prevent any confusion.

'Living Hours' scheme look to address insecure work

The Living Wage Foundation have announced a new 'Living Hours' programme which encourages employers to offer an accurate contract, a minimum of 16 hours of work a week, and four weeks' notice of any shifts workers are required to complete.

Did you know?

Zero hours contracts are not unlawful, however, there has been a growing trend to protect workers from insecure employment conditions. Employers are not obliged to sign up to the 'Living Hours' programme, or change their current practices, however it may help in promoting a positive company image.

Deductions for 'dine and dash' – are they lawful?

Popular restaurant chain Wahaca have confirmed that they have amended their policy on deducting workers' wages to cover the cost of a meal where customers leave without paying. This comes after a social media backlash following a customer tweet.

Did you know?

Employers are able to reserve the right to deduct amounts from staff wages in certain circumstances but this should be exercised with caution. Attempting to deduct wages without the correct documentation can leave employers open to tribunal claims.

Consultation paper published on surrogacy laws

A new consultation on surrogacy laws has asked for views on whether any legal changes are required to better support affected employees. Questions include whether more is needed to help support the surrogate's partner and the child's intended parents.

Did you know?

Current laws around surrogacy give maternity leave and pay to the surrogate mother, whilst the intended parents will be entitled to adoption leave and pay or paternity leave and pay. However, as this area is under review, employers should be alert to any future changes.

Whilst employers are often unable to predict adjustments to Bank Holidays, it is important to confirm their position quickly to ensure this does not have a detrimental impact on the business. For any further advice relating to this change, or general rules around Bank Holiday working, make sure to call our 24 Hour Advisory Service.

Please contact the 24 Hour Advice Service for advice on your specific situation before acting on the information in this publication.