

## Clocks are set to go back an hour next week

**The clocks go back an hour at 2am on Sunday 31 October 2021, changing from British Summer Time to Greenwich Mean Time. Employees who work an extra hour because they are working a night shift when the clocks change will not be entitled to an extra hour's pay, unless this is outlined in their employment contract.**

- The wording of the contract of employment will determine what employees should be paid for this shift. It may say that they will be working 8 hours per shift or from 10pm-6am. Employers will need to review individual contracts to ascertain the current position.
- Agreement should be made with hourly-paid staff to determine whether they will be paid for the extra hour of work or allowed to start late or leave early on that day.
- Wages must not fall below the national minimum wage rate for the relevant period if employees are expected to work this extra hour. If it does, employers may have to make an additional payment to the employee.
- The extra hour must also not breach Working Time Regulations in respect of the weekly working limit, maximum night shift hours and rest-break entitlements.
- Without any clear contractual terms outlining employees' rights in this situation, organisations can rely on what they have done in the past and apply these rules consistently.

### DHSC confirms mandatory Covid vaccines are legal

The Department for Health and Social Care (DHSC) has made it clear that the regulations which were introduced in July 2021 to mandate Covid vaccinations for all care home staff in England have legal grounding and can't be ignored, contrary to what some Union letters claim. DHSC also outlined that the government's self-certification exemption forms are the only ones which should be accepted, in line with their operational guidance.

#### Did you know?

The new NHS Covid Pass System is now live which individuals can use to evidence their Covid status and apply for permanent medical exemption.

### Amazon offers £3,000 joining bonus to new starters

Amazon previously offered a £1,000 joining bonus but have recently increased this in an attempt to attract applicants in areas of the UK where there is a high demand for staff. It is hoped that this will help prevent mass shortages and logistical disruptions throughout the Christmas period, but smaller organisations are concerned this will encourage staff to leave. This might lead to higher prices of products and fewer choices on shelves.

#### Did you know?

The searches being made for seasonal roles by jobseekers are down by almost a third compared with 2018 and 2019. Many are prioritising long-term stability over fixed-term employment.

### Jaguar LandRover sign legal agreement with EHRC

The company have agreed to develop an action plan to prevent further breaches of the law following a successful claim against them of gender reassignment discrimination by a non-binary employee. The plan includes reviewing current diversity and inclusion practices to identify areas which require improvement and making e-learning modules on harassment a mandatory requirement for all employees.

#### Did you know?

The Employment Tribunal has declared that non-binary/gender-fluid individuals fall under the protected characteristic of gender reassignment within the Equality Act 2010.

Incorrectly managing employees throughout the clock change can lead to breach of Working Time Regulations and national minimum wage claims. Contact our 24-hour Advisory Service for up-to-date guidance on this and more.

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