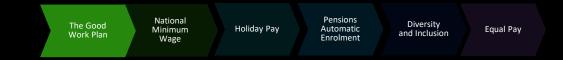
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The Good Work Plan Government strategy to improve work in the UK



Following the Taylor 'Review of Modern Working Practices' in 2017, the Department of Business, Energy & Industrial Strategy ("BEIS") published the Good Work Plan, pushing forward almost all of the recommendations from the Taylor review. The purpose of the Good Work Plan is to set out the government's strategy for improving work and working practices in the UK, with the aim of boosting productivity and earnings potential.

Overview

The Good Work Plan sets out the steps the government will take to improve the UK labour market, in terms of:

- Fair and decent work;
- Clarity for employers and workers around workers rights and entitlements; and
- Fairer enforcement including the use of penalties and naming and shaming, restricting movement of goods within the supply chain.

Key areas of future government focus

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National

Minimum Wage

continued

enforcement

including use of

penalties/naming

and shaming.

• Banning employers making deductions from staff tips.

15 employees) rather than 10% from 6 April 2020.



Holiday

Pay

increasing

awareness of

entitlements and

fairness of the rules,

including the

introduction of new

rules in April 2020.

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Repeal of the 'Swedish derogation' clauses from agency worker contracts from April 2020.

Increasing the gap in continuous service threshold from one week to four weeks.

ensure their rights are

made clear and

understood.

Reducing the threshold for consultation arrangements in an organisation to be 2% of employees (with a minimum of



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request a more

stable / fixed

contract.

Agency	Zero-Hour
Workers	Contracts
asing protection	allowing workers
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Employment Tribunals increased sanctions for 'repeat offenders'.

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Track record

- Increasing the holiday pay reference period from 12 to 52 weeks (from April 2020).
- Holiday pay marketing campaign to increase awareness including how holiday pay has evolved through case law in recent years.
- Variable hours are clearly set out on payslips.

How Deloitte can help

Deloitte can support employers with readiness for the recent changes as a result of the Good Work Plan. We can work with you to identify compliance risks, cost savings and process efficiencies across employment matters such as:

- National Minimum Wage
- Holiday Pay
- Pension auto-enrolment
- Job retention scheme compliance
- Gender Pay Gap Reporting / BAME etc.
- CEO reporting

- Key information document for agency workers (from April 2020)
 - Updating the requirement of written statements at the start of employment to include more detailed information and requiring these to be given to workers on day one of employment (previously for employees only and within two months of starting employment for certain items).

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Other interesting proposals/actions taken (note further areas also considered)

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