

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



Holiday Pay

increasing awareness of entitlements and fairness of the rules, including the introduction of new rules in April 2020.



National Minimum Wage

continued enforcement including use of penalties/naming and shaming.



Agency Workers

increasing protection of agency workers, including the right to a ‘Key Facts Page’ to ensure their rights are made clear and understood.



Zero-Hour Contracts

allowing workers on zero hour contracts who work regular hours to request a more stable / fixed contract.



Employment Status

increasing clarity of the tests and shifting the compliance focus and liabilities in some cases such as IR35.



Employment Tribunals

increased sanctions for ‘repeat offenders’.

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

- Banning employers making deductions from staff tips.
- 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.
- Reducing the threshold for consultation arrangements in an organisation to be 2% of employees (with a minimum of 15 employees) rather than 10% from 6 April 2020.



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.
- 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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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



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