

Employment law - Latest news

Gig economy and atypical working

Atypical working, particularly involving those in the so called “gig economy”, remains in the news, with the Court of Appeal due to hear Uber’s appeal in the much-publicised case involving its drivers later this month. We also await the Government’s response to the four consultations that were launched in May 2018 as part of its response to the Taylor Review of Modern Working Practices.

We will cover any developments in the area of atypical working in our next quarterly update.

Abolition of childcare vouchers

From 5 October 2018 childcare voucher schemes will close to new applicants. Alternative support may be available to employees through HMRC’s tax-free childcare scheme which was rolled out in full in February this year. Under this scheme, parents are required to make applications online and there is no employer involvement.

Family friendly rights

The Parental Bereavement (Leave and Pay) Act received Royal Assent in September 2018. The Act will give parents who lose a child under 18, or who suffer a stillbirth from 24 weeks of pregnancy, the right to two weeks’ leave. They may also be entitled to statutory bereavement pay, subject to meeting the necessary criteria. The new rights are expected in force from 2020, once regulations have been made setting out further details of how the leave will operate in practice.

References

ACAS has published new guidance on job references. The guidance, which can be found [here](#), is aimed at both employers and employees and contains information on what to include in references, when they are needed, and how to deal with some of the common problems relating to the giving of references.

Tax

In addition to the changes to the taxation of termination payments introduced in April this year, from 6 April 2019 all termination payments over the £30,000 threshold will be subject to Class 1 NICs.

[READ OUR EMPLOYMENT QUARTERLY UPDATE HERE](#)

