

HR Employers Forum

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Good Work Plan

- **Repeal the Swedish derogation – 6th April 2020**
- **Increase certain tribunal fines for employers – 6th April 2019**
- **Extend holiday pay reference period from 12 to 52 weeks – 6th April 2020**
- **Lowering the threshold for Information and consultation arrangements – 6th April 2020**
- **Day one statement of rights for all workers – 6th April 2020**
- **Clarity for employment status tests**
- **The right for worker to request a more predictable contract**

Government's response to report on sexual harassment in the workplace

- The government will work with the EHRC to develop a statutory Code of Practice on sexual harassment
- Raising the limit from £5,000 to £20,000 that employment tribunal's can award for an aggravated breach
- The EHRC will be added to the list of prescribed persons to whom protected whistleblowing allegations can be made

Consultation on the use of confidentiality clauses (Non-Disclosure Agreements)

Government has consulted on :

- Banning confidentiality clauses that prevents a victim from discussing criminal acts with the police
- Confidentiality clauses to be detailed in the written statement issued to workers at the start of the working relationship
- Confidentiality clauses to highlight the disclosures that these clauses do not prohibit. Any confidentiality clauses which fail to comply with this will be void in their entirety

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