



September 2024 ISSUE

HR focus

Employment Law Changes - 2024



Flexible Working

Changes to employees' rights to ask for flexible working came into force on 6 April 2024.

What are the flexible working changes in 2024?



The new flexible working legislation removes the requirement for an employee to have 26 weeks' continuous service before they can make a formal flexible working request. This means the right to request flexible working becomes a 'day-one' right.

Employees will also be able to make up to two flexible working requests every 12 months, a change from the current single request.

The Act will reduce the time limit for employers to deal with flexible working requests from three to two months, although this can be extended if the employee agrees.

Carers Leave

New statutory leave entitlement for carers ca





Statutory Rates Updates

Item	Effective	2024 £
Maternity, Paternity, Adoption, Shared Parental and Parental Bereavement Pay per week	7 April	184.03
Statutory Sick Pay per week	6 April	116.75
Limit for Statutory Redundancy Pay per week	6 April	700.00
Lower earnings limit per week	6 April	123.00
National Living Wage prior to April 2024, 23 & over per hour	1 April	-
Minimum Wage 21 & over (prior to April 2024, 21 – 22) per hour	1 April	11.44
Minimum Wage 18-20 per hour	1 April	8.60
Minimum Wage under 18 per hour	1 April	6.40
Minimum Wage Apprentice per hour	1 April	6.40
Accommodation offset (per day)	1 April	9.99
Living Wage Foundation – Outside London per hour	Announced in November for implementation no later than the following 1 May	
Living Wage Foundation – London per hour		

*The United Reformed Church, General Assembly in 2008, agreed to encourage local churches who employ staff to pay at least the Living Wage Foundation hourly rate.