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Rail Forum Webinar

Supporting a diverse workforce

June 2024

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Introduction to Nelsons

- East Midlands law firm
- Offices in Derby, Leicester and Nottingham
- Leading law practice in the region
- Specialist teams with in-depth knowledge and experience
- Providing a quality service to businesses and individuals







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Carers' Leave Act 2023

- Came in 6 April 2024
- Day one entitlement for employees caring for a dependent with "long-term care needs" to take one week of flexible, unpaid leave every year
- Minimum period
- Notice
- Postponement

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Employment Relations (Flexible Working) Act 2023

- Came into force 6 April 2024
- Day one right
- How many can requests can the employees make?
- How long does the employer have to respond?
- What other changes are there to the old law?

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The Protection from Redundancy (Pregnancy and Family Leave) Act 2023

- Came into force 6 April 2024
- Where an employer is proposing redundancies, employees who are in a *"protected period of pregnancy"* or who are returning from parental leave must be given first refusal of any suitable alternative employment.
- Pregnant employees will be protected during their pregnancy (provided they make their employer aware).
- A failure to comply may result in an employment tribunal finding any subsequent dismissal of the employee to be unfair.
- Can we still make pregnant employees redundant?

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Neonatal Care (Leave and Pay) Act 2023

- Coming into force April 2025
- Day one right
- Entitles parents to take at least 1 week of leave where their baby requires neonatal care
- Statutory entitlement to neonatal care pay where employees are entitled to take leave in these circumstances (service requirements).
- Applies to parents of babies (up to 28 days old) who are admitted to hospital to receive care of a medical or palliative kind and who have been in hospital continuously for a period of at least 7 days (beginning on the day after the day on which care starts).

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Practical Impact

- Review and update all of your policies
- Consider training for managers who will be the ones dealing with these enquiries
- Consider whether you can implement other practices/ policies which are guidance only to encourage retention

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