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### Flexible Working

The government has responded to the 'Making Flexible Working The Default' consultation by introducing changes to the right to request flexible working.

These include making it a day-one right, a new requirement for employers to consult with employees when they intend to reject the request, allowing two statutory requests a year, providing a decision period of two months and removing the existing requirement for an employee to explain what effect the change applied would have on the employer.

The Bill passed its third reading on 24 February 2023 and is anticipated to become law in 2023.

### The Retained EU Law

#### (Revocation and Reform) Bill

The Bill aims to abolish all EU law that is not specifically reinstated or replaced. This could affect a number of EU-derived secondary legislation, such as the Working Time Regulations, Agency Worker Regulations and TUPE.

There are concerns about whether the end of 2023 will provide enough time to reform these laws, so employers should keep updated on developments.

### Statutory Payment Changes

Statutory rates have increased as follows:

- Minimum Wage  
£10.42 per hour from 1st April 2023
- Statutory family leave  
£172.48 per week from 2 April 2023
- Statutory sick pay:  
£109.40 per week from 6 April 2023

### Additional bank holiday

An additional bank holiday has been announced to mark King Charles' coronation on Monday the 8th of May 2023.

Some employers no doubt wonder if they must permit their workers to take the extra bank holiday, and the answer is that it is usually subject to the employment contract in place.

The employee will be entitled to the additional day, if the contract specifies, "*The employee is entitled to 20 days of holiday **plus** bank holidays.*"

However, the employee would not be entitled to the extra day if the contract states: "*the employee is entitled to 28 days **including** bank holidays.*"

We recommend you contact **Fusion Law** for further advice on how these employment law updates apply to your specific business situation, or visit Gov.uk for more information.



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