
















General Election 2024

Snapshot guide to the employment law manifesto pledges






Worker's rights and wider employment law reform	
	<ul style="list-style-type: none"> No specific pledges identified.
	<ul style="list-style-type: none"> Single "worker" status: two-part framework, workers and genuine self-employed. Single enforcement body: established to enforce worker's rights. Unfair dismissal: day one right, subject to use of probation periods. Zero hour contracts: ban on "exploitative" zero hour contracts. Right to contract reflecting the number of hours regularly worked based on a 12 week reference period. Reasonable notice of any change in shifts or working time to be given, with compensation that is proportionate to the notice given for any shifts cancelled or curtailed. Fire and re-hire: law to be reformed and the Govt statutory code of practice (not yet in force) to be replaced. Redundancy: collective consultation based on people impacted across the business rather than in one establishment. Collective grievances: enable employees to collectively raise grievances about conduct in their place of work to ACAS. Health and safety: modernising health and safety guidance, preventative action and steps to ensure safety at work. Whistleblowers: strengthen protection for whistleblowers, including by updating protection for women who report sexual harassment at work. Harassment: require employers to create and maintain workplaces and working conditions free from harassment, including by third parties. Self employed: right to a written contract, extending health & safety, blacklisting and Trade Union protections. Equal pay: measures to ensure that outsourcing cannot circumvent requirements. Regulatory and enforcement unit for equal pay. The publication of ethnicity and disability pay gaps to be made mandatory for employers with more than 250 staff. Employment tribunal limitation periods: increase from three to six months. Menopause: guidance to be published. Employers with more than 250 employees to produce Menopause Action Plans. Bereavement leave: introduction of right to bereavement leave for all workers. Right to switch off: similar model to Ireland and Belgium to be introduced. Internships: unpaid internships to be banned except when part of education or training course. Trade Unions: modernisation and simplification of recognition, ballots, access to workplace, duty to inform employees of right to join a Trade Union. Strengthening protections for Trade Union reps including statutory rights for equality reps. Collective Bargaining: establish a new Fair Pay Agreement in the adult social care sector and potential exploration of collective bargaining in other sectors. For more information see our recent article here.
	<ul style="list-style-type: none"> Establish a new Worker Protection Enforcement Authority unifying responsibilities currently spread across three agencies. Including enforcing the minimum wage, tackling modern slavery and protecting agency workers. Establishing a new 'dependent contractor' employment status in between employment and self-employment, with entitlements to basic rights such as minimum earnings levels, sick pay and holiday entitlement. Giving a right to request a fixed-hours contract after 12 months for 'zero hours' and agency workers, not to be unreasonably refused. Reviewing rules concerning pensions so that those in the gig economy are not excluded, and portability between roles is protected. Shifting the burden of proof in employment tribunals regarding employment status from individual to employer.
	<ul style="list-style-type: none"> Repeal of current trade union legislation and its replacement with a Charter of Workers' Rights, with the right to strike along with a legal obligation for all employers to recognise trade unions. A maximum 10:1 pay ratio for all private- and public-sector organisations. Equal employment rights for all workers from their first day of employment, including those working in the 'gig economy' and on zero-hours contracts. Gig employers that repeatedly break employment, data protection or tax law to be denied licences to operate. A move to a four-day working week.
	<ul style="list-style-type: none"> "Scrap thousands of laws that hold back British business and damage productivity, including employment laws." "Britain still has over 6,700 retained EU laws, which we will rescind." Leave the European Convention on Human Rights. Commence reform of the Human Rights Act. "Replace the 2010 Equalities Act". [sic] "Scrap Diversity, Equality and Inclusion (DE&I) rules".






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Disability and ill health at work reform	
	<ul style="list-style-type: none"> Overhaul the fit note process, including designing a new system which moves the responsibility from issuing fit notes away from GPs towards specialist work and health professionals. Integration with the new WorkWell service. Tighten up how the benefits system assesses capability for work. Changing assessments from September 2025 so that those with more moderate mental health issues or mobility problems who could potentially engage with the world of work are given tailored support. Provide support to disabled people to determine if treatment or services could be more appropriate for some people than a monthly cash payment, while also delivering a dramatic expansion in mental health support.
	<ul style="list-style-type: none"> Devolve funding so local areas can shape a joined-up work, health, and skills offer for local people. Address the backlog of Access to Work claims. Reform or replace the Work Capability Assessment alongside a proper plan to support disabled people to work. Statutory Sick Pay: removal of lower earnings limit and waiting period.
	<ul style="list-style-type: none"> Making Statutory Sick Pay available to the more than one million workers earning less than £123 a week, and aligning the rate with the National Minimum Wage. Removal of Statutory Sick Pay waiting period. Supporting small employers with Statutory Sick Pay costs, consulting with them on the best way to do this.
	<ul style="list-style-type: none"> No specific pledges identified.
	<ul style="list-style-type: none"> Personal Independence Payment and Work Capability Assessment <i>"should be face to face"</i>. Requirement of independent medical assessments to prove eligibility for payments. Those registered with severe disabilities or serious long-term illnesses would be exempt from regular checks.






Tax, Minimum Wage and National Insurance	
	<ul style="list-style-type: none"> Cut employee National Insurance to 6% by April 2027. With the long-term ambition to keep cutting National Insurance until it is reduced to zero. Abolish National Insurance for the self-employed by the end of the next Parliament. Maintain the National Living Wage in each year of the next Parliament at two-thirds of median earnings. On current forecasts, that would mean it rising to around £13 per hour.
	<ul style="list-style-type: none"> Minimum wage to be a <i>"genuine living wage"</i>. Changing the remit of the independent Low Pay Commission to account for the cost of living. Removal of the age bands, so all adults are entitled to the same minimum wage.
	<ul style="list-style-type: none"> Establish an independent review to recommend a genuine living wage across all sectors, with government departments and all other public sector employers taking a leading role in paying it. Setting a 20% higher minimum wage for people on zero-hour contracts at times of normal demand to compensate them for the uncertainty of fluctuating hours of work. Reviewing the tax and National Insurance status of employees, dependent contractors and freelancers.
	<ul style="list-style-type: none"> An increase in the minimum wage to £15 an hour for all age bands, with the costs to small businesses offset by reducing their National Insurance payments.
	<ul style="list-style-type: none"> Lift the income tax starting threshold to £20k to save the lowest paid £1,500 per year. Basic Tax rate stays at 20%. The higher rate <i>"should begin at £70,000"</i>. The National Insurance rate will be raised to 20% for foreign workers. NI to stay at 13.8% for British citizens. Businesses who employ five staff members and under are to be exempt from tax. Corporation Tax: Lift the minimum profit threshold to £100k. Reduce the main Corporation Tax Rate from 25% to 20%, then to 15% from Year 3. Abolish IR35 Rules. Lift the VAT Threshold to £150,000. Abolish Business Rates for high street based SMEs. Offset this with Online Delivery Tax at 4% for large, multinational enterprises. Cut entrepreneurs' tax to 5%.

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Family friendly policies	
	<ul style="list-style-type: none"> No specific pledges identified.
	<ul style="list-style-type: none"> Maternity discrimination: unlawful to dismiss a woman who is pregnant for six months after her return to work, except in specific circumstances. Flexible working: default from day one for all workers, except where it is not reasonably feasible. Parental rights: parental leave to be a day one right.
	<ul style="list-style-type: none"> Make all parental pay and leave day-one rights, including for adoptive parents and kinship carers, and extending them to self-employed parents. Doubling Statutory Maternity and Shared Parental Pay to £350 a week and introducing an extra use-it-or-lose-it month for fathers and partners, paid at 90% of earnings, with a cap for high earners. Increasing pay for paternity leave to 90% of earnings, with a cap for high earners. Requiring large employers to publish their parental leave and pay policies. Introducing a 'Toddler Top-Up': an enhanced rate of Child Benefit for one-year-olds. Longer term ambition is to give all families (including self-employed parents, adoptive parents and kinship carers): <ul style="list-style-type: none"> Six weeks of use-it-or-lose-it leave for each parent, paid at 90% of earnings. 46 weeks of parental leave to share between themselves as they choose, paid at double the current statutory rate. Introduce paid neonatal care leave.
	<ul style="list-style-type: none"> No specific pledges identified.
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Supporting people into work	
	<ul style="list-style-type: none"> No specific pledges identified.
	<ul style="list-style-type: none"> Establish a youth guarantee of access to training, an apprenticeship, or support to find work for all 18- to 21-year-olds, to bring down the number of young people who are not learning or earning. Jobcentre Plus and the National Careers Service to merge to provide a national jobs and careers service, focused on getting people into work and helping them get on at work. Guarantee of two weeks' worth of work experience for every young person.
	<ul style="list-style-type: none"> No specific pledges identified.
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	<ul style="list-style-type: none"> All job seekers and those fit to work must find employment within four months or accept a job after two offers. Otherwise, benefits are withdrawn.

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Immigration	
	<ul style="list-style-type: none"> • Increase all visa fees, and remove the student discount to the Immigration Health Surcharge. • Increase salary threshold for Skilled Worker visas to £38,700. • Abolish salary discount for shortage occupations. • Raise the Skilled Worker financial maintenance threshold in line with inflation. • Raise Family income requirement in line with inflation and raise the minimum income requirement for those sponsoring dependents to £38,700. • Require migrants to undergo a health check in advance of travel and increase the Immigration Health Surcharge or require them to buy health insurance if they are likely to be a burden on the NHS. • Introduce a binding, legal cap on migration, set on work and family visas - the cap will fall every year of the next Parliament and cannot be breached. Giving parliament an annual vote on the level of the cap. • End the ability of international students and care workers to bring dependents. • Commitment to the EU Settled Status Scheme and the rights guaranteed to EU citizens in the UK. • Commitment not to allow any form of free movement to return.
	<ul style="list-style-type: none"> • Reform the points-based immigration system, with appropriate restrictions on visas, and by linking immigration and skills policy. • No reassurances for employers and employees regarding recent Skilled Worker minimum salary hikes – the increased minimum requirement likely to be retained. • No reassurances for residents applying to be joined by family members - increased minimum income requirement for family visas likely to be retained. • Employers who flout the rules will be barred from hiring workers from abroad. • Ensure that migration addresses skills shortages - commitment to upskill workers and improve working conditions in the UK. • Commitment to empower the Migration Advisory Committee and establish a framework for joint working with skills bodies across the UK, the Industrial Strategy Council and the Department for Work and Pensions. • End reliance on overseas workers in some parts of the economy by bringing in workforce and training plans for sectors such as health and social care, and construction.
	<ul style="list-style-type: none"> • Amend the work visa system to address skills gaps - replace salary thresholds with merit based system for work visas. • Reverse increase to income thresholds for family visas. • Expand the Youth Mobility Scheme to help address labour shortages – negotiate with the EU to extend this on a reciprocal basis, abolish YMS fees, increase age limit from 30 to 35, and extend the length of these visas from 2 to 3 years. • Commitment to EU Settlement Scheme – automatically grant settled status to all those with pre-settled status. • Reduce some visa fees.
	<ul style="list-style-type: none"> • An end to the minimum income requirements for spouses of those holding work visas. • Safe routes to sanctuary for those fleeing persecution. • Home Office to be replaced with a new Department of Migration, separating this function from the criminal justice system. • An end to immigration detention for all migrants unless they are a danger to public safety. • Abolition of the 'no recourse to public funds' condition. • Those seeking asylum and protection to be permitted to work while their application is being decided.
	<ul style="list-style-type: none"> • All non-essential immigration frozen. • All asylum seekers that arrive illegally from safe countries will be processed rapidly, offshore if necessary. • Those entering from a safe country will also be barred from claiming asylum or citizenship. • No legal aid for non-citizens. • Those rejected will be returned. • Introduce new visa rules for international students that bar dependents. Only international students with essential skills can remain in the UK.