

A Symatrix Whitepaper:
Legislative Update March 2020



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Payroll

Corona Virus and SSP Temporary Changes

As part of the Governments actions to manage coronavirus, Boris Johnson announced temporary changes to Statutory Sick Pay (SSP) rules this week. Under the temporary legislation it will be made available from day one when isolating, instead of day four. The change will lapse when it is no longer required.

www.gov.uk/government/news/sick-pay-from-day-one-for-those-affected-by-coronoviros

Oracle now has a workaround for both Cloud and E-Business, but if you need help, please do get in touch.



Jack's Law (Parental Bereavement Leave PBL)

With effect from this April, working parents who suffer the loss of a child under the age of 18 or who suffer a stillbirth from 24 weeks of pregnancy, are now entitled to 2 weeks statutory leave irrespective of how long they have worked for their employer.

Parents will be able to take the leave as either a single block of two weeks, or as two separate blocks of one week each taken at different times across the first year of their child's death.

Parents with at least 26 weeks continuous service with their employer and average earnings over the lower earnings limit (£120) will also be entitled to Statutory Parental Bereavement Pay (SPBP) paid at the statutory rate of £151.20 or 90% of average weekly earnings where this is lower. Parents with less than 26 weeks continuous service are entitled to the leave, but not the SPBP.

This new law is known as Jack's Law in memory of Jack Hert whose mother has campaigned on the issue.

www.gov.uk/government/new/uk-set-to-introduce-jacks-law-new-legal-right-to-paid-parental-leave

Holiday Pay Reference Period Changes

Also with effect from April, are changes to the way holiday pay is calculated for workers who work irregular hours who are entitled to paid time off for every hour they work. Previously, holiday pay was calculated using an average from the last 12 weeks in which they worked and earned pay. This reference period has now been increased to 52 weeks of pay data.

Please get in touch if you need any assistance from Symatrix to manage these changes.

Off-Payroll Working Rules (Postponed until 2021)

Off-Payroll Working rules commonly referred to as IR35 that previously applied to the Public Sector (since April 2017), now (with effect from April 2020) applies to medium and large size Private Sector Organisations provided that they:

- Have an annual turnover of more £10.2 million
- Have a balance sheet total of more than 35.1 million
- Has more than 50 employees.

Contractors who set up Companies to provide services are not liable to pay Income Tax PAYE and NI in the way that employee are. This legislation addresses a loophole and puts the onus on the end Client Business to decide if the person doing work is a Contractor or in reality is an Employee. They will need to:

- Pass their determination and the reasons for the determination to the worker and the person or organisation they contract with
- Keep detailed records of employment status determinations, including the reasons for the determination and fees paid
- Have processes in place to deal with any disagreements that arise from the determination



HR

Written Particulars Employment Rights (Miscellaneous Amendments) Regulations 2019

Also with effect from April 2020, the right to receive a statement of written particulars on basic terms and conditions is extended to workers as well as employees including those on zero contract hours from day one of employments even if they are employed for less than one month.

For more details regarding what must be included see <https://www.acas.org.uk/what-must-be-written-in-an-employment-contract/what-the-written-terms-must-include>

Annual Leave Changes

Workers who have not taken all of their statutory annual leave entitlement due to COVID-19 will now be able to carry it over into the next 2 leave years, under measures introduced by Business Secretary Alok Sharma on Friday 27 March.

https://www.government-online.net/workers-annual-leave-rules-to-be-changed-because-of-coronavirus-covid-19/?utm_source=feedburner&utm_medium=email&utm_campaign=Feed%3A+GovernmentOnline+%28Government+Online%29



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About Symatrix

Founded in 2000 with the specific focus of providing services and expertise to organisations looking to implement and leverage Oracle HCM, Symatrix has come a long way since then. Today, it provides end-to-end managed services for HCM and ERP on premise or in the cloud.

More specifically, Symatrix delivers operational services, consultancy, training and ongoing support for Oracle HCM Cloud and Oracle's E-Business Suite and for the Salesforce HR and payroll solution, XCD.

Symatrix is an Oracle ISO27001 and BACS-accredited managed services provider and the only company to provide a fully managed payroll on the Oracle Cloud solution and also on Salesforce. For more information, please visit the company's website at www.symatrix.com.