

Annual Review of Employment Law

Northern Ireland 2019

Part 2

Mark McAllister

Part 2 – Top 10 cases (6-1)

- 6 – Pazur v Lexington Catering Ltd
- 5 – Hargreaves v Manchester Grammar
- 4 – Shelbourne v Cancer Research
- 3 – BA v BALPA
- 2 – Raj v Capita Business Services

- 1 – Harpur Trust Ltd v Brazel

2020

- April 2020 – Reforms in GB
- Workers day 1 SWP
- Additional info in the SWP
- 52 week holiday pay reference period
- Abolition of Swedish Derogation
- Punitive fines and ICE Regs %

2020

- 10 Consultation documents – a roadmap for reform?, direction of travel?
- IR35 – The battle between tax law and employment law – Mutuality of obligation?

2020

- Termination payments – NICS deductions
- Queens Speech – Tips?
- NI – January 2020 – Early Conciliation – Are you ready?

Takeaways

- The election will tell a tale
- Some consultations will be more pressing than others – Pregnant mums & redundancy, family friendly, GIG
- If affected by IR35 reform – be wary

Takeaways

- 2020 will be the year of “the worker” – ensure status, SWP and tax issues
- The WTR will always hold surprises
- Increased levels of industrial action – highlight complexities
- Revisit policies where foreseeable issues arise – Christmas function etc

Takeaways

- Please arrange to attend an LRA session on Early Conciliation
- Be aware of NI and GB differences but see where you can be pro-active – gender pay gap, worker payslips and contracts etc
