

The Good Work Plan



By The HR Booth

understanding

The good work plan

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About the Author:



I am the Managing Director of The HR Booth, a Human Resources Consultancy. I work hard to help business owners and managers throughout Scotland to manage their employees in a more effective way.

I have over 25 years HR experience, having worked for several companies as an HR Manager and I have significant experience in supporting clients to understand the good work plan and implement it in their business.

This E-book provides business owners and managers with a framework and structure to learn what The Good Work Plan is.

I appreciate there's a lot more to The Good Work Plan than I've provided in this E-Book, and if you would like to discuss any particular challenge further, whether it's The Good Work Plan or another HR matter, please get in touch. You can email me at alistair.booth@thehbooth.co.uk or call me on 01383 668178.

I hope you enjoy the E-book and I'd welcome your feedback.

'The primary purpose of The Good Work Plan is ensuring that individuals have better access to, and a better understanding of their employment relationships.

There are a number of key areas affecting employers, specifically in relation to issuing a more comprehensive statement of written particulars. These now need to be issued on the first day of employment at the very latest.'

What's The Good Work Plan?



In December 2018, the government published its Good Work Plan. This is designed to implement the proposals made in the 2017 Taylor Review.

The reforms under this plan are due to come into effect in April 2020, with the primary purpose of ensuring that individuals have better access to, and a better understanding of their employment relationships.

Introduction of Sanctions Levied

There will be an introduction of sanctions levied onto employers who have lost a second tribunal case on similar grounds to a previous claim.

For example, if a company loses a claim for a failure to make reasonable adjustments and then proceeds to act unlawfully in the same way again, a tribunal will have the power to impose a financial sanction on the company.

Employers will also no longer be able to rely on a one-week gap to break continuity of service.

Fixed working Pattern



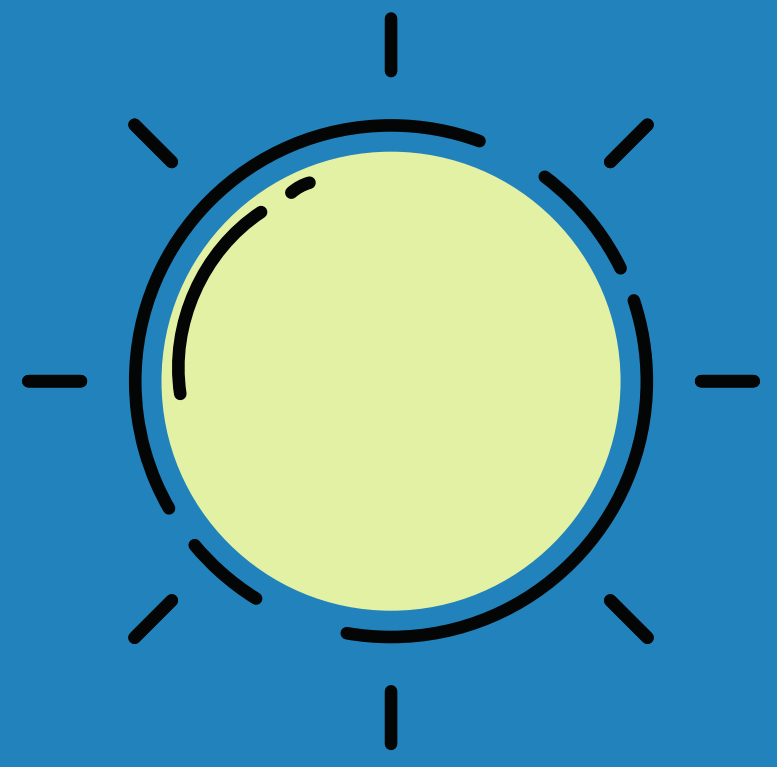
There will also be a new right available to workers and employees that after 26 weeks of service.

This is if they are able to request a fixed working pattern if they are dissatisfied with their current ad-hoc arrangement.

This will mainly affect employers who employ workers on zero-hours contracts or variable shift patterns.

Holiday

Pay



Another major change that will affect employers is how you calculate holiday pay. In addition, the reference period for the calculation to be increased from 12 to 52 weeks.

This is aimed at ensuring workers who work regular overtime, or who have variable hours receive a more reflective rate of holiday pay and not at times that may have followed a quieter period at work.

Where employers are not applying the current arrangements of paying holiday pay based on average earnings in the 12 weeks before the holiday period, are very likely to find themselves defending claims from the workforce.

Wellbeing, Safety & Security



A happy employee is usually a hard-working and productive employee. In addition, focusing on wellbeing, safety and security not only benefits staff but employers too.

Creating a positive and supportive workplace culture will be appreciated by staff members and will encourage them to pass the positivity around.

Many employers are focusing on wellbeing, safety and security due to the success rates with other businesses.

Employees Voice



The Taylor Review offered the viewpoint that in order for the workplace to be fair, the employee should have the opportunity to have their say.

In order to improve the performance of your business, it's crucial that you focus on employee engagement.

An employee who feels respected and heard will work harder to achieve company goals.

What Others Say

'Alistair and John are always on hand to give advice. They offer a great service and always have an answer to any problems. I would thoroughly recommend The HR Booth for any HR related problems.'

Hilda Logan - East Lothian Produce

'I approached The HR Booth to assist me on a case study where I needed to deliver a workshop at a High School in Dunfermline. The case study included two questions on HR practices on 'Hiring & Firing' and I knew The HR Booth would be able to assist me on this. A huge thanks to John for helping in such a short period of time, you have been a great help for me!'

Lauren Pratt - LC Joinery

Sharing is Caring

'If you enjoyed this book,
please share it now!

