

The Plan to Make Work Pay

What do we know and how does this effect Workforce Management (WfM) in your Business? [#makeworkpay](#) [#wfm](#) [#Workforcemanagement](#) [#wfmers](#) [#ukbusiness](#) [#scheduling](#) [#hr](#)

Ending 'one-sided flexibility

The plan will also end one-sided flexibility, ensuring that jobs provide a baseline of security and predictability so workers can better plan their lives and finances. This includes banning exploitative zero hours contracts, ending fire and rehire by closing the loopholes which allow firms to engage in these unscrupulous practices, and making unfair dismissal protection a right from day 1 for all employees, while legislating to introduce fair and proportionate processes for dismissal in initial periods of employment.

To end exploitative zero hours contracts, the government will give workers on zero hours contracts and workers with a 'low' number of guaranteed hours, who regularly work more than these hours, the ability to move to guaranteed hours contracts which reflect the hours they regularly work over a 12-week reference period. If more hours become regular over time, subsequent reference review periods will provide workers with the opportunity to reflect this in their contracts, ensuring they are reasonable and proportionate for both workers and employers.

Alongside this, the government will ensure workers get reasonable notice of any change in shifts or working time, with proportionate compensation for any shifts cancelled or curtailed at short notice. This will give them a greater ability to plan their lives, without banning flexible arrangements that some workers benefit from.

Family friendly rights

The Plan to Make Work Pay will make sure there is more flexibility and security for working families. Workers must be supported to work while balancing the essential responsibilities of their wider life – whether that is raising children, improving their own wellbeing or looking after a loved one with a long-term health condition.

The government is making a number of immediate changes – including making flexible working the default.

Changes to flexible working legislation will ensure more requests are agreed.

In Summary

The Plan to Make Work Pay.

Summary of how this effects Workforce Management (WfM) in your Business?

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Ending 'one-sided flexibility

- Banning exploitative zero hours contracts.
- Guaranteed hours.
- Ensure workers get reasonable notice of any change in shifts or working time.
- Proportionate compensation for any shifts cancelled or curtailed at short notice.

Family friendly rights

Workers must be supported to work while balancing the essential responsibilities of their wider life.

The government is making a number of immediate changes – including making flexible working the default.

Changes to flexible working legislation will ensure more requests are agreed.

Are you prepared? Do you have the knowledge and experience in your teams to plan and facilitate this? Have you started agreeing WfM Policies or designing principles of planning?

Let's start the conversation and assess what impact this will have on you.

*** Main content to this post has been taken from the official policy paper from 10th Oct 2024 ***