

Labour's 60+ employment law changes:

# How prepared are business owners?



# BrightHR surveyed business owners across the UK to find out **how prepared they feel about Labour's employment law changes**

The survey was completed by **150+** business owners in the UK between **the 8th and 18th August 2024**, covering a variety of industries. Read on for the results and get actionable advice to prepare you now ahead of upcoming changes

## BrightHR data reveals:



# 1 in 3

UK business owners are unaware Labour is proposing 60+ changes to employment law

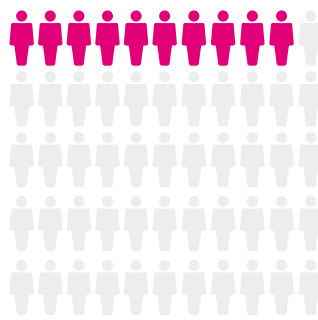


# 88%

of UK business owners have concerns about implementing Labour's HR changes

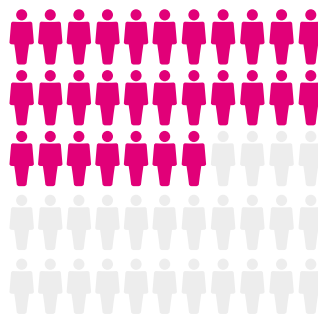
## Who took part in the survey?

150+ business owners, of which:



# 47%

had up to 10 staff



# 34%

had between 11-50 staff



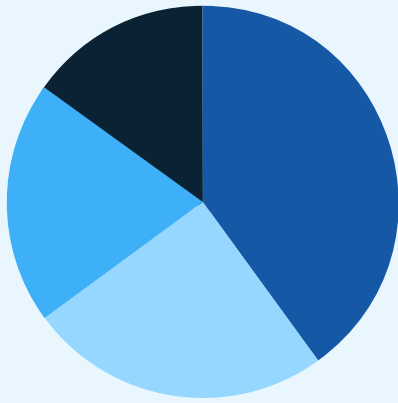
# 19%

had 50+ staff

Working across 37 industries with the main being: Construction, Education, Retail, Hospitality and Healthcare

## Question 1

# How aware are business owners of Labour's 60+ changes to employment law?



42%  
said they were  
'partially aware'

26%  
said they were  
'mostly unaware'

23%  
said they were  
'very aware'

9%  
said they were  
'completely unaware'



**1 in 3 UK business owners are unaware**

of Labour's employment law proposals, which is a concern given the first wave of changes will take place in October 2024

## Question 2

# How confident are business owners in their current HR and employment law policies and practices?

42%

are unsure or not confident in their existing HR practices

37%

said they were partially confident in their existing HR practices

21%

said they were very confident in their existing HR practices

**BrightHR can help** ✨

Drafting and reviewing policies can be time-consuming, not to mention risky to get right.

BrightBase has 300+ documents, templates, and policies written by experts to keep you in line with the latest legislation. Learn more about BrightBase.

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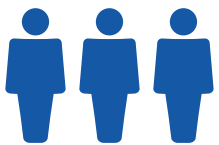
### Question 3

Are business owners aware of the employment law risks associated with Labour's proposed changes?



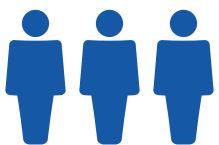
48%

said they were unsure or unaware of the risks



30%

said they were partially aware of the risks



22%

said they were very aware of the risks

### Question 4

How confident do business owners feel about implementing Labour's changes?

Only 13% said they were fully confident in the changes they'll need to make to their business



50%

of business owners are not confident



37%

of business owners only partially confident

**Getting Labour's rules wrong is highly risky for businesses**

Especially as there are several proposed changes that if implemented incorrectly can lead to large compensatory claims.

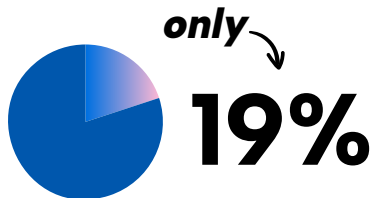
**BrightHR can help** ✨

Staying compliant during times of uncertainty can be tricky. But you don't have to do it alone! Boost your HR and employment law confidence with unlimited access to UK-based employment law experts over the phone, 24/7.

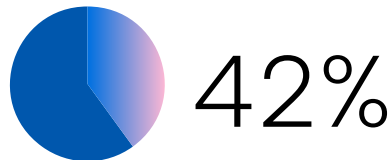
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## Question 5

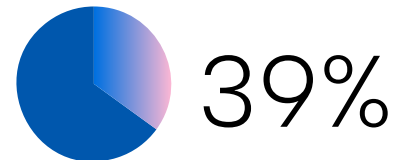
# How ready do business owners feel about implementing the changes in terms of their current systems and expertise?



felt fully equipped with the in-house expertise needed to introduce all the proposed changes by October



felt partially equipped with the in-house expertise needed to introduce all the proposed changes by October



were either 'unsure', 'not equipped' or 'completely unequipped to introduce all the proposed changes by October'

## Question 6

# How likely are business owners to seek advice to better understand and implement the changes?

When it comes to employment law, tackling changes or trying to understand the impact alone can be daunting.

So, we asked business owners: How likely are you to seek expert advice to understand the proposed changes by Labour and implement them?

**BrightHR can help** ✨

**External support doesn't always have to be costly**

Make use of free expert resources on like BrightHR's checklist for business owners to help you prioritise changes and minimise risk to your organisation.

[Get your free checklist](#)

**61%**

are highly likely or likely to seek external expertise

**34%**

are unlikely to seek external expertise

**5%**

are highly unlikely to seek external expertise

## Question 7

# What's the most difficult change for business owners to prepare for?

**78%** of business owners believe it will be difficult to implement the changes Labour has proposed.

The top three challenges they identified were:

**1** Updating policies

**2** Staff training & procedures

**3** Management training & procedures

## Question 8

# What are the biggest concerns for business owners relating to the proposed changes?

**88%** of business owners are concerned about these upcoming changes.

Their biggest concerns are:

**1** Time to implement

**2** Cost to their business

**3** Monetary risk to their organisation

### *BrightHR can help* ✨

With training a rising concern, businesses will need to be hot on upskilling their HR managers on new rules

Like day-one rights, unfair dismissals, and flexible working to avoid employment tribunal claims. Keep your managers up to speed with CIPD-accredited e-learning, discover BrightLearn.

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## Question 9

# What steps are business owners taking to prepare for legislative changes?

If you're not plugged in or working in the HR industry, it can be easy to miss essential employment law updates

So, we asked: What steps are you taking now to prepare yourself for the proposed legislation changes?

# 57%

said they were monitoring the news and reading information online

# 27%

reported that they hadn't started to prepare at all

# 16%

were improving the use of their internal HR system

## Executive Summary

This survey shows a high majority of UK business owners are unaware Labour is proposing 60+ changes to employment law, lack confidence in their current operations, and feel unprepared to implement the changes.

The statistics speak for themselves as **88% of business owners have concerns about these upcoming changes** but **only 19% feel fully equipped** with the in-house support they need to introduce all the changes by October.

**Under half (43%)** of the business owners we surveyed are **not confident** in their current HR practices with **only 13% saying they were fully confident** knowing which changes they need to make.

Finally, with **time and cost being the number one biggest concern**, it's clear business owners need fast solutions to help them adapt quickly to change. And that while cost is a concern, solutions that help businesses minimise the cost of updating their employee practices, documents, templates, and policies will be crucial in the coming months.



# Key recommendations

According to BrightHR's Advice Operations Manager and employment law expert, Lucy Cobb, *"These results point to a significant knowledge gap among UK business owners, not only in terms of what the law is, but also what HR policies and practices they need to have in place to stay compliant. Getting employment law wrong can be incredibly costly, leaving businesses at risk of tribunal claims, legal fees, and reputational damage."*



## BrightHR's advice to business owners ✨

### 1. Get your existing practices up to date in readiness for upcoming changes

Review your existing policies and procedures to make sure they're up to date and able to be easily updated when changes happen. More changes are fast approaching and the burden on your business will be lower if you're confident in your current operations. The risks only get greater if you're already one step behind.

### 2. Be aware and stay informed

As a business owner it's your responsibility to make sure your HR and health & safety is both up to date in your organisation, as well as being implemented and managed legally. This might be difficult on top of your workload and with the amount of changes on the way. Finding an HR partner or reliable resource will make sure you keep up to date and stay compliant.

### 3. Invest in expertise and systems

With the upcoming proposed changes by Labour, you can't afford NOT to have HR expertise during this period of change. As a business owner, you need to think beyond

just you but also your team and how easily they can access information and advice when managing their people and implementing new procedures. Investing in systems like e-learning, document tracking, and document storage is essential when policies, contracts and new protocols for all types of workers will take effect. Having the expert advice for you and your team is a necessity.

### 4. Make a training plan

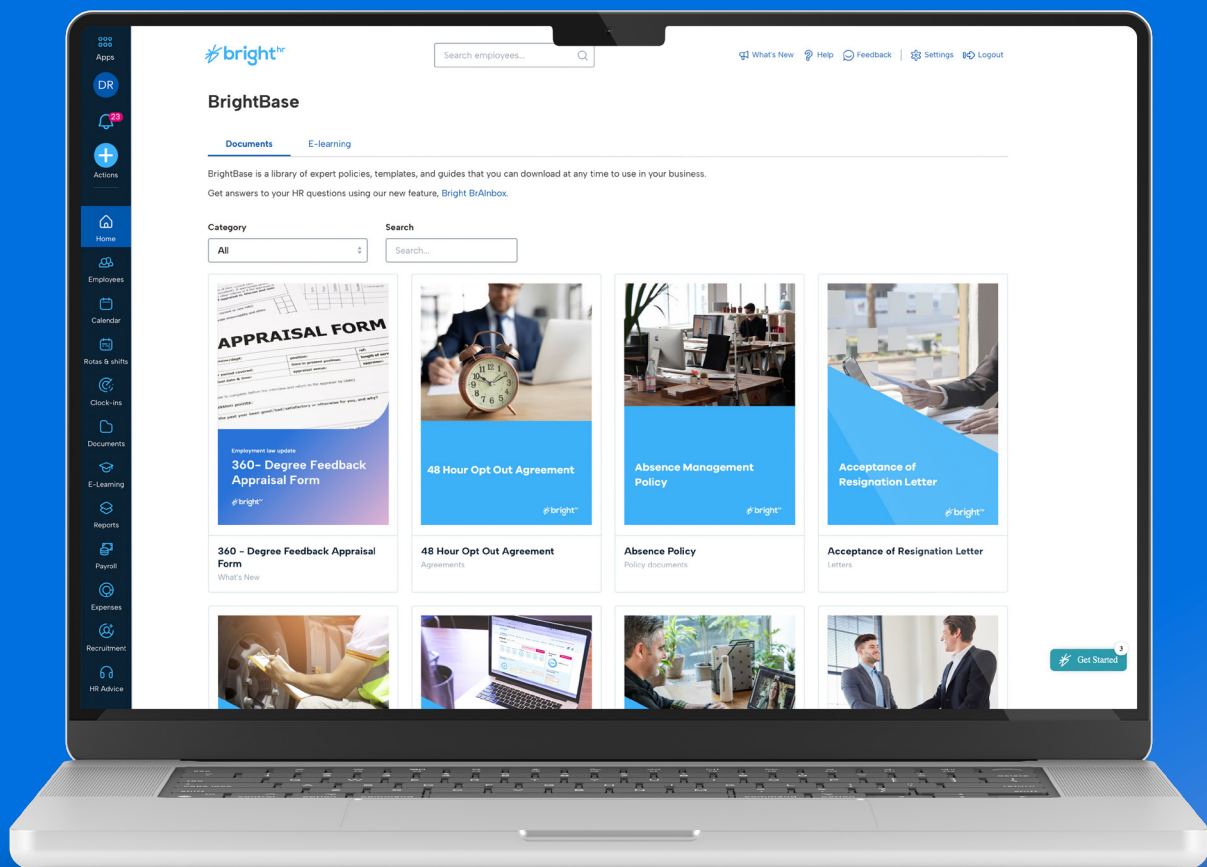
Training will be a key component to making sure your business adopts the new ways of working. To protect your business, keeping a digital audit trail of who's received, completed, and passed or failed training is recommended. This will help keep your operations compliant. It will also set your team up for success helping them understand the changes and feel confident in their new working practices.

### 5. Act now! You can't afford not to

The results from this survey show most business owners haven't started a plan in readiness for the changes yet and are concerned with the time they have to implement the changes. The point here is you can't afford to wait. The risks to your business around unfair dismissal, day 1 rights to all workers and changes to contracts could be too significant to get wrong.



# Future-proof your business with BrightHR!



BrightHR is on hand to help! With HR software for staff planning, a huge library of 300+ legally compliant documents, policies, and templates PLUS 24/7 unlimited employment law advice. Our experts can help you put an effective action plan in place to feel less concerned and more prepared to implement upcoming legislative changes.

**Book my demo**

