

Employment and Immigration Update



February 2024

Employment and Immigration newsletter

Introduction

February might be the shortest month of the year, but it has been a busy one in the world of employment law.

We've had some important announcements and publications issued this month, including the Government's revised statutory Code of Practice on dismissal and re-engagement, which is due to take effect from summer 2024. [Ben Lewins](#) looks at the amended Code and [what it will mean for employers](#) seeking to make changes to their employees' terms and conditions of employment.

We provide [a summary](#) of two successful claims for belief discrimination, both brought by academics in higher education, which have received significant recent publicity. Do these cases assist employers in attempting to uphold the rights of those with opposing beliefs in the workplace?

With the summer now (finally) on the horizon, many employers are seeking to appoint temporary seasonal workers. [Eleanor Bullen-Bell](#) has produced a two-part article looking at some of the key issues for employers to consider when engaging seasonal staff, including an overview of recruitment procedures and national minimum wage rights in [part one](#), and the importance of establishing employment status and working time rights in [part two](#).

[Jessica Caws](#) and [Olivia Toulson](#) report on the latest evidence from the '[Sexism in the City](#)' [Inquiry](#), and the role of regulators in preventing sexual harassment of women in the financial services sector.

In our news [roundup](#), we look at the Government's new consultation on re-introducing employment tribunal fees. Will this have more chance of success than the original 2013 fee scheme? We also look at new EHRC guidance for employers on dealing with the menopause in the workplace, plus two new pieces of guidance from the CIPD on supporting employees with terminal illness, and on neuroinclusion at work. Plus a reminder of the increase in the national minimum wage and other NMW changes from 1 April 2024.

In our [immigration update](#) this month [Sacha Wooldridge](#) provides an overview of immigration law changes that may apply to you and your business.

It's not too late to book a place at our forthcoming mock employment tribunal event, taking place on 7 March 2024 at Rowley Conference Centre in Newmarket. For more details or to book please click [here](#).



[Liz Stevens](#)
Professional Support Lawyer
T: 01603 756474
E: liz-stevens@birketts.co.uk

Featured articles

'Fire and rehire': new Statutory Code of Practice

[Ben Lewins](#) discusses what the amended Code will mean for employers seeking to make changes to their employees' terms and conditions of employment.



[Read more](#) →



Protected beliefs in the workplace

[Liz Stevens](#) explores two recent decisions involving university academics, where the employment tribunal considered whether the claimants were subject to unlawful discrimination on the grounds of their beliefs.

[Read more](#) →

Tackling sexism in the City: the role of the regulators

[Jessica Caws](#) and [Olivia Toulson](#) report on the latest evidence from the 'Sexism in the City' Inquiry, and the role of regulators in preventing sexual harassment of women in the financial services sector.



[Read more](#) →



Temporary harvest workers: handle with care – part one

[Eleanor Bullen-Bell](#) addresses some of the key issues to consider when employing seasonal workers with a focus on carrying out right to work checks and national minimum wage.

[Read more](#) →

Temporary harvest workers: handle with care – part two

In part two of this article, [Eleanor Bullen-Bell](#) further addresses some of the key issues to consider when employing seasonal workers, with a focus this time on employment status and holiday entitlement.

[Read more](#) →



February employment law round-up

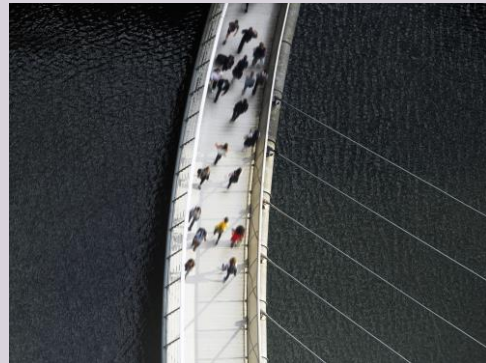
[Liz Stevens](#) gives an update on the 'Fire and rehire' Code of Practice, Tribunal fees, EHRC menopause guidance, new CIPD guidance and National Minimum Wage.

[Read more](#) →

Immigration update – February

[Sacha Wooldridge](#) provides a round-up of important immigration updates for employers.

[Read more](#) →



Events



Mock employment tribunal - last few spaces remaining!

Members of the Birketts team, barristers from 3 Paper Building chambers and a real employment judge will be providing insights on how a claim for constructive dismissal, sex discrimination, harassment and victimisation would be handled by a tribunal.

[Register here](#) →

Managing mental health: critical and compassionate conversations

Tom Oxley (Bamboo Mental Health) and Birketts' [Jonny Shevlane](#) will lead the discussion, walking through a detailed case study to identify key touch points in the employment relationship.



[Register here](#) →