

# Employment and Immigration Update



March 2024

Employment and Immigration newsletter

Next month brings with it some important changes to family-related leave entitlements and protections. From 6 April, the new right to take (unpaid) carer's leave, revised entitlements to statutory paternity leave and to make a statutory flexible working request, plus enhanced redundancy protections will all take effect. [Our article](#) sets out more details of these reforms, which will necessitate changes to employers' current policies and procedures.

April also sees the usual annual uprating of statutory payments and tribunal awards. We have compiled a useful table setting out the new rates and limits, which can be downloaded [here](#).

Looking further ahead, myself and [Ben Lewins](#) consider the [sweeping reforms](#) proposed by the Labour Party in its 'New Deal for Working People' paper, which will result in a period of significant change for employers to grapple with, should Labour succeed at the next General Election.

We review a recent decision from the Employment Appeal Tribunal, in which an employee claimed [automatic unfair dismissal](#) on the basis that he had made an informal request for parental leave prior to the termination of his employment. The case serves as a reminder that an employee seeking to enforce their entitlement to take statutory leave is protected from being subjected to any detriment, and from being dismissed, as a result.

Another recent EAT decision looks at the issue of reasonable adjustments for [disabled employees](#), and whether a trial period in a new role can be regarded as a reasonable adjustment for the employer to make.

In our immigration update this month, [Sacha Wooldridge](#) provides an [overview](#) of immigration law changes, including increases to salary thresholds for certain visa categories and changes to the Shortage Occupation List.

We will be starting a new cohort of our popular [Employment Law Essentials for HR Professionals](#) course in the autumn. If you are interested in joining us, or want to find out any more information about what the course entails and whether it might be suitable for you, please contact [Sam Greenhalgh](#).

Wishing all our readers a relaxing Easter break.



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

---

## Featured articles

### Important April 2024 changes for employers

[Liz Stevens](#) explains the changes to family-friendly workplace entitlements coming into force from April.

[Read more →](#)





## Statutory payments and tribunal awards 2024

We have compiled a useful table setting out the new rates and limits.

[Read more →](#)

## Labour proposals for workforce reform

[Liz Stevens](#) and [Ben Lewins](#) look at the proposed changes from Labour's recent Green Paper: *A New Deal for Working People* and what impact it could have if the party are elected.

[Read more →](#)



## Automatic unfair dismissal: parental leave request

[Liz Stevens](#) reviews a recent decision by the EAT where it considered whether an employee had 'sought' to take a period of parental leave, for the purposes of claiming automatic unfair dismissal on that basis, when he had not made any formal application for the leave.

[Read more →](#)

## Can a trial period be a reasonable adjustment?

[Liz Stevens](#) explores the case of *Rentokil Initial UK Ltd v Miller [2024] EAT 37* where the EAT considered whether an employer had failed in its duty to make reasonable adjustments by not offering a disabled employee a trial period in a different role.

[Read more →](#)



## Immigration update – March

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

[Read more →](#)

---