

London Employment Team

2019 Update & 2020 Preview

By Jonathan Maude, Esther Langdon and Daniel Stander

December 2019

As 2019 draws to a close, employers have several significant policy questions unanswered and a busy new year of employment and workplace changes and deadlines looming. What other challenges will be encountered? We hope that the following condensation of 2019 and look at 2020 will be helpful.

Team News and Accolades

New team member **Daniel Stander, Solicitor**, joined Vedder Price in July 2019 with several years of experience in managing both non-contentious and contentious matters for employers and senior executives. In particular, he provides counsel and representation across a range of workplace issues including unfair dismissal, discrimination and whistleblowing claims, and advises on preparing and negotiating settlement agreements. Daniel advises clients in diverse business sectors on disciplinary, grievance and redundancy processes, employment contracts, consultancy agreements and company policies.

The Vedder Price London team is recommended by **Legal 500 2019 United Kingdom** in the Human Resources – Employment category. **Jonathan Maude** is also individually editorially recommended.

“Vedder Price’s group provides ‘excellent service and advice’ across a broad range of contentious and non-contentious employment matters, with particular expertise in cross-border issues.”

Chambers UK 2020 ranked **Jonathan Maude** as a Recognised Practitioner and **Esther Langdon** as an Associate to Watch.

Esther Langdon is a contributor to the Employment Law Association Working Group, on proposals to support families.

Year End Awaited Cases

Supreme Court

Various Claimants v. WM Morrisons Supermarket PLC
Was Morrisons vicariously liable for employee’s data breach?

Asda Stores, Ltd v. Brierley and others
Can workers in retail stores compare themselves to those working in distribution depots with respect to equal pay?

Ali v. Capita Customer Management Ltd and Hextall v. Chief Constable of Leicestershire Police
Is failure to pay male employees enhanced shared parental pay discriminatory?

Uber BV and others v. Aslam and others
Are Uber driver “workers” entitled to holiday pay and national minimum wage?

2020 Key Dates for HR and People Teams

Pre-April 2020/ Ongoing	<ul style="list-style-type: none">• Preparing for IR35 rule changes and auditing workforce• Spotlight on use of Non-Disclosure Agreement (NDA) “sagging clauses”• Modern Slavery Statements now due within 6 months of company financial year end
April 2020	<ul style="list-style-type: none">• Gender Pay Gap Reports due April 2020• From 6 April 2020, companies must have process to assess employment status of contractors• Controversy over removal of Swedish derogation equal pay employment contract clauses• Proposed changes in calculation of holiday variable pay• Changes to written statement of terms rules, required information and extended to all workers• Annual review of statutory payments and Employment Tribunal awards• Changes to NIC rules on termination payments over £30,000

If you would like to discuss the year ahead and its implications for your business and immediate action points, do contact us.

Save the Date

Vedder Price will host our annual employment roundtable seminar on 17 June 2020.

Join us for our annual look at the year ahead in employment law. Our panel will discuss the “hot topics” and emerging challenges for employers, and how best to prepare for them. We look forward to seeing you there!

We appreciate having received instructions and new engagements throughout 2019 from our continuing company clients, many of whom have been with Jonathan, Esther and other colleagues at Vedder Price for considerable periods of time. And, we also extend a warm welcome to the numerous new companies and individuals who have engaged Vedder Price for the first time within the last 12 months. Please accept our warm wishes for the New Year ahead.

If you would like assistance with any of the matters discussed or to RSVP to our upcoming roundtable, please contact **Jonathan Maude** at +44 (0)20 3667 2860, **Esther Langdon** at +44 (0)20 3667 2863 or **Daniel Stander** at +44 (0)20 3667 2861. These materials are of a general nature and are not a substitute for legal advice.

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