

Newsletter - Employment Law Update April 2025

- 1. The Fair Work Agency**
- 2. Statutory Pay Rates from April 2025**

1. The Fair Work Agency

The Employment Rights Act 2025 will introduce the Fair Work Agency who will have a number of statutory powers, including;

- The ability to bring Employment Tribunal claims on behalf of workers – even they don't want to claim themselves.
- The power to offer legal assistance for employment cases, with the Fair Work Agency's costs potentially recoverable from employers if the claim succeeds.
- The authority to pursue Employers for unpaid holiday pay and sick pay, and impose financial penalties on top which go straight to the government.

These amendments to the Bill could fundamentally reshape employment litigation. Employers who previously relied on Employee reluctance to claim may now find the Fair Work Agency stepping in instead.

Powers of the Fair Work Agency:

- **Entry to Business Premises:** FWA officers are authorized to enter business premises to examine documents, require individuals to produce records, and inspect equipment used for processing or storing information. They also have the authority to seize relevant documents during their investigations.
- **Entry to Private Dwellings:** In certain circumstances, FWA officers may enter private residences if they are used for business purposes, or work activity is conducted at the premises. To do so, they must obtain a court warrant, demonstrating reasonable grounds for entry. This measure acknowledges the increasing prevalence of home-based businesses and aims to ensure compliance with employment laws in such settings.
- **Arrest Powers:** Enforcement officers will possess powers comparable to those of the police, including the ability to make arrests during investigations into Employment law breaches.

Legislative Status:

As of March 2025, the Employment Rights Bill is under parliamentary scrutiny and has reached the House of Lords.

In summary, the proposed Employment Rights Bill seeks to empower the Fair Work Agency with significant enforcement capabilities, including the authority to enter private residences used for business purposes under specific conditions. While intended to bolster compliance with employment laws, these provisions have sparked debate regarding their potential impact on businesses and individual rights.

2. Statutory Pay Rates from April 2025

Minimum Wage from April 2025

Workers aged 21 and over (National Living Wage)	£12.21
Workers aged 18 – 20	£10.00
Workers under 18, apprentices under 19, or over 19 in first year	£7.55

PROFILE

Chris Moses LLM Chartered FCIPD is Managing Director of Personnel Advice & Solutions Ltd. He is a Chartered Fellow of the Chartered Institute of Personnel and Development, and has a Master's Degree in Employment Law. If you have any questions regarding these issues please feel free to contact him on (01529) 305056 or email p.d.solutions@zen.co.uk

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