

**Kestrel HR Factsheets**  
**Employment Law Changes Jan -**  
**April 2024**

<b>Date</b>	<b>Employment law Change</b>
1st January	Holiday Carryover (including Covid-Related carryover)
8th January	Illegal Workers
8th March	Flexible Paternity Rights
1st April	National Minimum Wage and National Living Wage Changes
1st April	Irregular Hours and Part Year Workers Holiday Entitlement
6th April	Flexible Working
6th April	Redundancy Protection Around Maternity and Family-Related Leave