



**FRENCH CHAMBER
OF GREAT BRITAIN**
Established in 1883

Employment Law
and Immigration
Update

HR Club

Human Resources Club

Thursday 27 March 2025

Sponsor



Meet the Chairs



Melanie Stancliffe
Employment Partner,
Cripps Pemberton Greenish



Pia Dekkers
HR Director

Meet the Speakers



Melanie Stancliffe
Employment Partner,
Cripps Pemberton Greenish



Raymond Silverstein
Partner
Browne Jacobson LLP



Kim Vowden
Partner
Kingsley Napley

Our Sponsor



KEY FIGURES



5

campus



8,600

students including 35% of international students



+120

partners companies



23

programmes



110

nationalities



+50,000

Alumni worldwide



39

double degrees

RANKINGS

2ND BBA IN FRANCE
CHALLENGES 2025

3RD CAREER CENTRE &
ALUMNI NETWORK IN FRANCE
FINANCIAL TIMES 2024

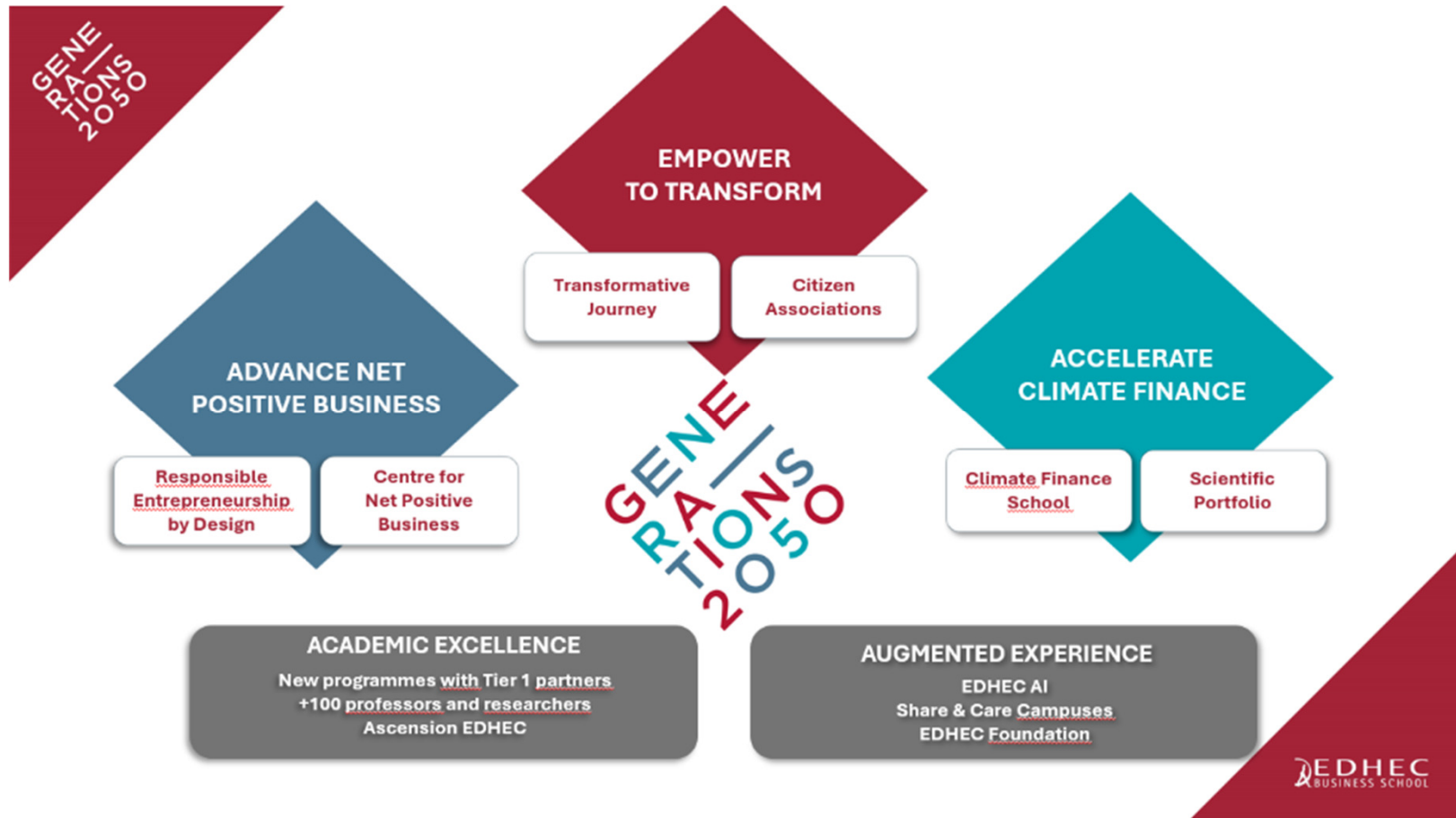
4TH MASTER IN MANAGEMENT WORLDWIDE
FINANCIAL TIMES 2024

6TH MASTER IN FINANCE WORLDWIDE
FINANCIAL TIMES 2024

7TH EUROPEAN BUSINESS SCHOOL
FINANCIAL TIMES 2024

Challenges

FT FINANCIAL
TIMES



BACHELOR IN BUSINESS ADMINISTRATION (BBA)

- Business Management BBA Track
- Global Business BBA Track
- Online BBA Track

MASTER IN MANAGEMENT & MSc

FINANCE

- International Finance
- Accounting & Finance
- Corporate Finance & Banking
- Financial Engineering
- Climate Change & Sustainable Finance

BUSINESS MANAGEMENT

- Creative Business & Social Innovation
- Data Analytics & Artificial Intelligence
- Entrepreneurship & Innovation
- Global & Sustainable Business
- LL.M in Law & Tax Management
- Management & Leadership
- Marketing Analytics
- Marketing Management
- Strategy, Organisation & Consulting

GLOBAL ECONOMIC TRANSFORMATION & TECHNOLOGY (GETT)

MASTER 1:

- S1 : Lille, France
- S2 : Séoul, South Korea (SKK Business School)

MASTER 2:

- S5-S6 : San Francisco Bay Area, USA (Berkeley Haas)

MASTER OF BUSINESS ADMINISTRATION (MBA)

- Global MBA
- Executive MBA

SUSTAINABILITY



2 dedicated programmes

MSc in Global & Sustainable Business
MSc in Climate Change & Sustainable Finance



EDHEC Climate Institute

helps decision makers manage climate-related financial risks and makes the best use of financial tools to support the transition to low-emissions and climate-resilient economies.



37% Work on projects with a CSR dimension

DIVERSITY

- ◆ Diversity & Inclusion Chair created in 2016 and led by Hager Jemel-Fornetty
- ◆ Inclusion and Diversity Challenge
- ◆ CSR courses across the programmes
- ◆ 25% of EDHEC budget used for scholarships
- ◆ Talents Summer Bootcamp



FINANCE

Prestigious Finance Master track in Nice with 5 specialisations:

- Climate Change and Sustainable Finance.
- Financial Engineering
- Accounting & Finance
- Corporate Finance and Banking
- International Finance

EDHEC NEW GEN TALENT CENTER

EDHEC Business School's centre of expertise on the career aspirations, behaviours and skills of new generations of talent

ENTREPRENEURSHIP

Center for Responsible Entrepreneurship (CRE)

- :
- Research
 - Programmes
 - Incubators: Station F in Paris, Campus Jean Arnault in Lille, TechForward in Nice.

DATA

New Data and AI Master track with 4 specialisations:

- Data Analytics and Artificial Intelligence
- Marketing Analytics
- Financial Engineering
- International Finance

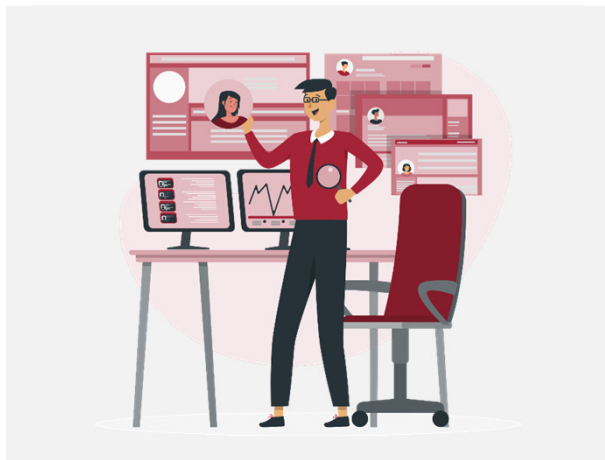
RECRUITMENT & BRANDING

- ◆ **Internship & Job Offers**
- ◆ Talent Sourcing & CV Books
- ◆ Events: Finance Career Days, Recruitment sessions, CSR and Diversity series, On-campus interviews...
- ◆ Events Abroad: **Company Treks**



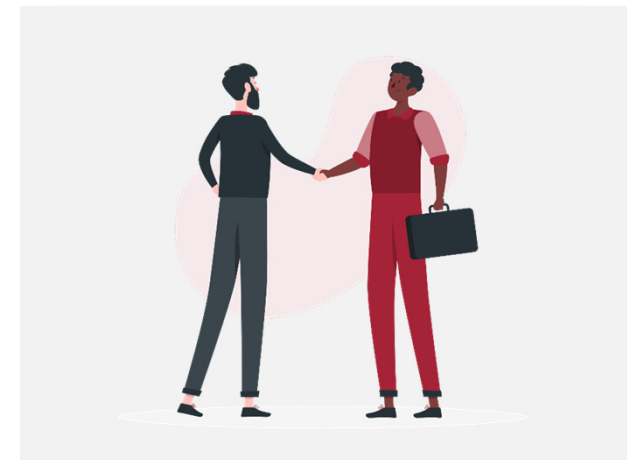
PARTNERSHIPS

- ◆ **EDHEC International Business Club**
- ◆ Corporate Programme Sponsors
- ◆ Learning Partnerships



TALENT DEVELOPMENT

- ◆ Open Innovation
- ◆ Career Booster Programme : Assessment Centre, Events and Workshops
- ◆ Inclusion & Diversity Challenge





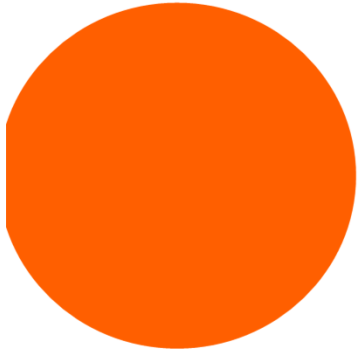
Your lawyers for business and life.

Franco-British Chamber of Commerce

Melanie Stancliffe

27 March 2025





Agenda

1. Employment Rights Bill - what does the future hold for employers?
2. Updates
 - a) Annual April increases in National Minimum/Living Wage and maternity/adoption pay
 - b) Current limits on redundancy weekly pay and unfair dismissal compensation

What does the future hold for employers?





Employment law

Employment rights reforms 'could cost UK businesses £5bn a year'

Government analysis says those on low pay stand to benefit most, with some potentially earning extra £600 a year



The government said the costs were minimal when compared with total employment costs. Photograph: Daisy-Daisy/Alamy

Jessica Elgot, Kiran Stacey and Julia Kollewe

Mon 21 Oct 2024 22.01 BST





Employment Rights Bill Probation

- “initial period of employment” (probation)
- “light touch” dismissal procedure
- Use probation to the extent allowed by law

Employment Rights Bill

Fire & re-hire

- Unfair dismissal of an **employee** if main reason is:-
 - they did not agree to change their contract, or
 - employer wants to recruit another (or re-hire the employee) under new terms **but** with substantially the same duties.
- Employer must show:-
 - it was in 'financial difficulties' and no other option available to the employer
- Period of consultation doubled
- Protective awards doubled

Employment Rights Bill

Flexible working

	Current law	New proposed law
Service requirement	26 weeks	26 weeks
No. of requests in 12-month period	1	2
Response time	3 months	2 months
Must the employee be consulted?	No	Yes
Does the employer have to explain why their reason is reasonable?	No	Yes
Right of employee	Yes	Yes



Employment Rights Bill

Flexible working

- Employer will need to notify the employee of the ground(s) of refusal
- and explain why the decision is reasonable
- 8 weeks' capped pay remains



NEWS

Home | InDepth | Israel-Gaza war | US election | Cost of Living | War in Ukraine | Climate | UK | World | Business

Business | Market Data | Economy | Technology of Business | AI Business

Workers' rights to four-day week could be strengthened



GETTY IMAGES

Charlotte Edwards, Kathryn Armstrong & David Cornock
BBC News

NEWS

Home | InDepth | Israel-Gaza war | US election | Cost of Living | War in Ukraine | Climate | UK | World | Business

Business | Market Data | Economy | Technology of Business | AI Business

More workers to get sick pay and parental leave rights



GETTY IMAGES

Lora Jones and Shanaz MUSAFAER
Business reporters, BBC News



Employment Rights Bill Family rights

- From day 1 :-
 - Paternity
 - Bereavement, and
 - Parental leave
- Removes restriction that paternity leave must be taken before shared parental leave
- Protection against dismissals for pregnant employees and family-related leave returners

Employment Rights Bill

Duty to prevent harassment

- Current duty to take reasonable steps to prevent sexual harassment in your workplace changes:-
 - Duty to take **all** reasonable steps
 - To prevent **all** types of harassment
 - Prevent harassment by a third party or you're liable
- Automatically unfair to dismiss a person who's disclosed harassment has occurred, is occurring or is likely to occur



Employment Rights Bill

Work events/parties

Set clear expectations & zero tolerance

Update your sexual harassment policy

Assess the risks

Refresh training

Limit alcohol consumption

Venue considerations

Signpost policy and way to complain

Deal with complaints effectively

Employment Rights Bill

Zero hours contracts

- **Obligation on employers to offer 'guaranteed hours'**
- **Based on previous 12 weeks**
- **Reasonable notice of a shift, cancellation & shift change**
- **Payment for cancelled, changed or moved shifts**
- **Potential tribunal claim if an employer breaches**
- **Applies to employees, workers and agency staff**





Employment Rights Bill Statutory Sick Pay

- SSP payable from 1st day of sickness
- Removes the lower earnings limit-
 - for lower earners their SSP will either be lower of:-
 - the flat rate
 - percentage of earnings (80%)

How can you prepare?



Audit your contracts/people

Do you distinguish workers from employees? interns?
Do you have zero hours? self-employed contractors?



Amend contracts & policies

sick pay, probation
right to switch off, leaves



HR & Payroll process

collect ethnicity & disability data
minimum wage, sick pay



Recruitment

Updates – annual increases

From 6 April 2025:

- National living wage - workers aged 21+ - increases to **£12.21/hour** (from £11.44).
- National minimum wage - workers aged 18-20 - increases to **£10/hour** (from £8.60).
- Statutory maternity/adoption pay **£187.18/week** (from £184.03).
- Redundancy - a week's pay **£719** (from £700)
- Unfair dismissal maximum is **£118,223** (from £115,115)

Labour's Plan to Make Work Pay: single worker status

As part of a mini-series investigating the new government's proposed changes to employment law, People Management explores its plans to move towards a single status of worker

by Mahalia Mayne



Labour's Plan to Make Work Pay: is the 'right to switch off' achievable?

As part of a series investigating the new government's proposed changes to employment law, People Management explores its plans to stop employees being contacted outside of working hours

by [Mahalia Mayne](#) | 20 August 2024





Browne Jacobson

Raymond Silverstein

Unfair Dismissal

**Browne
Jacobson**



Unfair Dismissal – Current Law



A minimum period of two years is required before qualifying for the right to claim ordinary unfair dismissal



Providing a buffer for employers to assess the suitability of new hires without the immediate threat of unfair dismissal claims



The qualifying period does not apply in most cases where the dismissal is for an automatically unfair reason such as pregnancy or childbirth, health and safety activities, whistleblowing, exercising various time off rights or asserting a statutory right under Employment Rights Act 1996

Employment Rights Bill and Unfair Dismissal

The Employment Rights Bill if enacted as drafted will:

- abolish the two-year qualifying period
- introduce the concept of an “initial period of employment” (IPE) during which a “lighter-touch and less onerous” dismissal procedure will apply, before an employee gains full “day-one” unfair dismissal rights

IPE - Key Areas of Uncertainty

- How long will the IPE last?
 - Government's preference is nine-months
- What steps will an employer be required to dismiss during the IPE?
 - The Government has hinted at requiring a meeting to address employee performance concerns at which the employee can be accompanied by a trade union representative or work colleague of their choice.
 - Government to consult on the details including interaction with the Acas Code of Practice on Disciplinary and Grievance Procedures
- What are the grounds an employer can rely on to dismiss during the IPE?
 - Conduct, Capability, Illegality and SOSR relating to the employee.
 - Redundancy and a restructure / reorganisation not included – day-one right to claim unfair dismissal apply

IPE Key Areas of Uncertainty

- Not renewing a fixed term contract could attract day-one protection from unfair dismissal?
- What's the compensation regime?
 - Government to consult on whether the current rules which apply to the compensatory award for unfair dismissal will apply to the IPE

Potential changes to employment practices

- Careful recruitment
- Assessment during the IPE
- Contractual probationary periods
- Absent/sick employees
- TUPE transfers

Next steps

- Evaluate pre-employment screening processes and thinking about how these may need to evolve
- Employee management during probationary periods
- Keeping on top of employee performance

Redundancy

**Browne
Jacobson**



Current threshold for collective consultation

- An employer must engage with a collective redundancy consultation process with a recognised trade union or employee representatives if contemplating making 20 + redundancies at one establishment within a 90-day period

Planned changes under the Employment Rights Bill

❑ Collective redundancy consultation required if:

- Current threshold test is met; or
- Some other threshold test is met counting across the entire employing entity regardless of the location of contemplated redundancies.

Protective award

- Maximum protective award for failure to comply with collective consultation rules on redundancies increased from 90 days' of uncapped pay for each affected employee to 180 days per affected employee.

Practical impact for employers

- More redundancies will involve collective consultation
- Trade unions
- The cost of non-compliance will go up significantly
- Employers with multiple employer entities advantaged
- Larger multi-site employers will need to implement tracking systems
- More standing bodies of employee representatives?
- A new batch of redundancies risks putting an employer in breach over an earlier batch
- Questions on overseas employees and territorial scope

Neonatal Care Leave & Pay

Comes into effect on 6 April 2025

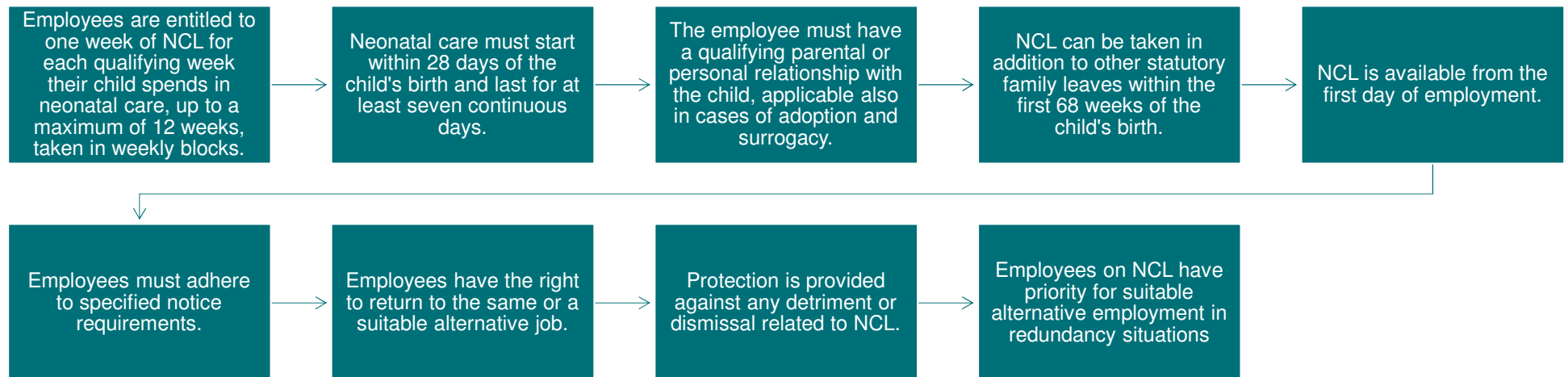


Definition of neonatal care

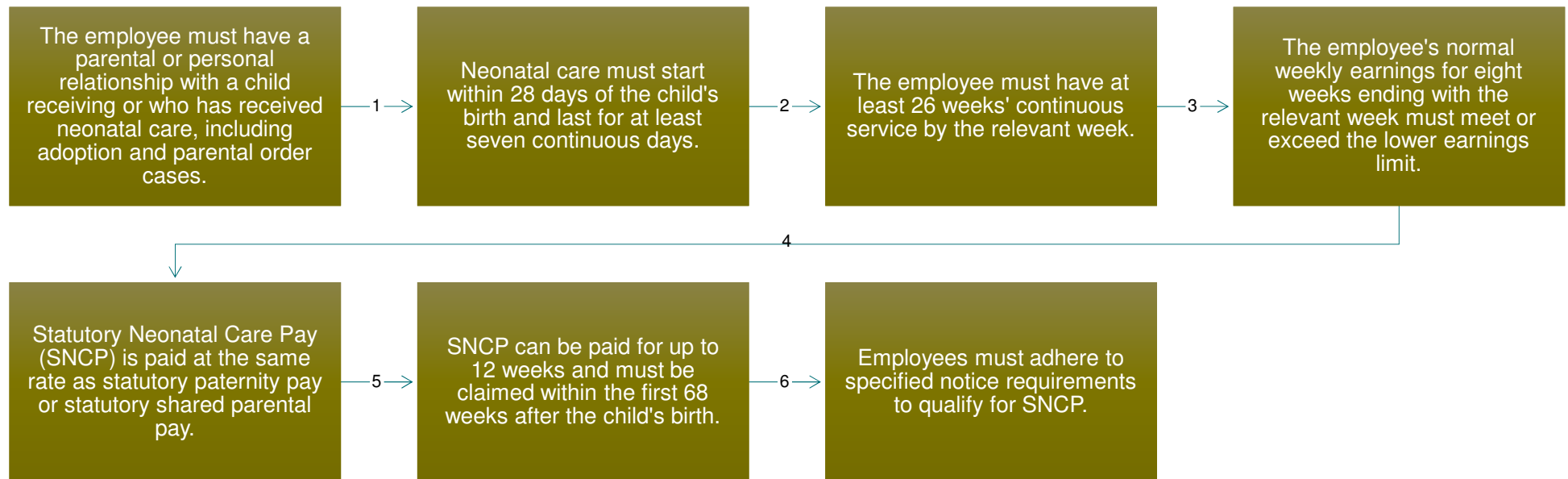
Neonatal care means any of the following:

- Medical care received in a hospital.
- Medical care received in any other place where:
 - the child was an inpatient in hospital and the care is received upon that child leaving hospital;
 - the care is under the direction of a consultant; and
 - the care includes ongoing monitoring by, and visits to the child from, healthcare professionals arranged by the hospital where the child was an inpatient.
- Palliative or end of life care.

Statutory Neonatal Care Leave Key points



Statutory Neonatal Care Pay



Cases

Higgs v Farmor's School – dismissing employee because they expressed gender critical beliefs judged to amount to unlawful religious / belief discrimination.

Dr David Miller v University of Bristol Claimant's anti-Zionist belief amounted to a philosophical belief qualifying for protection under the Equality Act 2010.

For Women Scotland Ltd (Appellant) v The Scottish Ministers – pending Supreme Court judgment expected to clarify some of the uncertainty regarding the interpretation of 'sex' in the equality legislation.

KINGSLEY NAPLEY
WHEN IT MATTERS MOST

27 March 2025 | French Chamber of Great Britain HR Club: Employment Law and Immigration Update

Immigration Update

Kim Vowden

Agenda

- eVisas
- Visiting the UK: Electronic Travel Authorisation
- EU Settlement Scheme
- Skilled Worker visas
- Secondments and internships

eVisas

- Physical immigration documents are being phased out
- All biometric residence permits expired on 31 December 2024
- Anyone with a visa valid for more than 6 months needs a UKVI account linked to their eVisa and current passport
- Problems with eVisas
- Don't throw away expired BRPs: can be useful for travel (until 1 June 2025) and for visa applications within the UK

Visiting the UK: Electronic Travel Authorisation

- ETA: electronic travel authorisation for non-visa nationals intending to visit the UK
- Will apply to EU/EEA/Swiss nationals from 2 April 2025
- £16 (£10 before 9 April 2025)
- Usually processed within hours
- Valid for 2 years or expiry of passport if sooner, multiple entry
- Criminal convictions

EU Settlement Scheme

- Since 21 June 2024 – no need to carry out follow-up right to work checks on employees with pre-settled status
- Automatic 5-year extensions of pre-settled status
- Automatic upgrades to settled status in some cases
- Home Office is not currently cancelling pre-settled status if continuous residence has been broken – but this could change

Skilled Worker visas

- Big jump in minimum salary thresholds in April 2024
- 50% reduction in Skilled Worker visas issued from 2023 to 2024
- Approval rate down from 99% in 2021 to 79% in 2024
- More compliance visits and sponsor licence revocations
- UKVI fee increases on 9 April 2025
- Immigration White Paper expected soon

Secondments and internships

- Secondments within multinational companies
 - In some cases the employee will be able to enter the UK as a visitor – e.g. for training or if sharing knowledge on an internal project
 - Most secondees will need a Skilled Worker visa (or Senior or Specialist Worker visa)
 - No Immigration Skills Charge or Immigration Health Surcharge if under 6 months
- Internships
 - Visitors are not allowed to do internships or work placements – even if unpaid
 - Most interns will need a Government Authorised Exchange visa (or Skilled Worker visa)



Q & A Session



Thank You

Upcoming Events

High Speed 2 (HS2) rail infrastructure on-site visit

Wednesday 2nd April 2025
9am to 12pm



To register, scan here



Open to all
Limited to 1 ticket per member

Inaugural Darts Competition

Tuesday 29th April 2025
6.30pm to 9pm



To register, scan here



Open to all

Ambassador's Brief with Pedro Serrano, EU Ambassador to the UK

Wednesday 21st May 2025
8.30am to 10am



To register, scan here



Open to all
Limited to 1 ticket per member