

# Labour Law Highlights 2014

by Rebecca Tuck, Stuart Brittenden,  
Betsan Criddle & Claire Bowsher-Murray

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As the authors note in the introduction to this Labour Law Highlights 2014, the biggest change of 2013 was the introduction of fees in employment tribunals. Quoting a 79% reduction in claims, the real issue is one of access to justice and yet, as the authors point out, despite an imminent general election, no political party has yet committed to repealing the fees regime.

Given the decline in access to justice and the Government's ongoing austerity drive, it is not surprising that the section dedicated to pay and terms and conditions of employment and the section on employment rights both take up increasing space within the 2014 Highlights report.

Looking at statutory developments, the authors remind readers of the newly extended right to request flexible working. So far so good. However, for the increasing number of workers hired via agencies and protected under the Agency Workers' Regulations 2010, things are not so good. According to the report, judicial developments in the last year undermine the protections offered to agency workers who work under arrangements of indefinite duration.

Other issues covered in this Labour Law Highlights 2014 include TUPE, unfair dismissal, redundancy, equality and human rights.

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