
STATUTORY INSTRUMENTS

2018 No. 1378

The Employment Rights (Employment Particulars and Paid Annual Leave) (Amendment) Regulations 2018

PART 2

EMPLOYMENT PARTICULARS

Amendment of section 1

- 3.** In section 1 (statement of initial employment particulars)—
- (a) for subsection (2) substitute—
 - “(2) Subject to sections 2(2) to (4)—
 - (a) the particulars required by subsections (3) and (4) must be included in a single document; and
 - (b) the statement must be given not later than the beginning of the employment.”;
 - (b) in subsection (4)—
 - (i) in the words immediately before paragraph (a) for “(or the instalment containing them)” substitute “(or the instalment of a statement given under section 2(4) containing them)”;
 - (ii) for paragraph (c), substitute—
 - “(c) any terms and conditions relating to hours of work including any terms and conditions relating to—
 - (i) normal working hours,
 - (ii) the days of the week the worker is required to work, and
 - (iii) whether or not such hours or days may be variable, and if they may be how they vary or how that variation is to be determined.”;
 - (iii) at the end of paragraph (d)(ii), omit “and” and insert—
 - “(iia) any other paid leave, and”;
 - (iv) after paragraph (d) insert—
 - “(da) any other benefits provided by the employer that do not fall within another paragraph of this subsection,”;
 - (v) after paragraph (g) insert—
 - “(ga) any probationary period, including any conditions and its duration,”;
 - (vi) in paragraph (j), omit the final “and”;
 - (vii) after paragraph (k) insert—
 - “(l) any training entitlement provided by the employer,

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- (m) any part of that training entitlement which the employer requires the worker to complete, and
 - (n) any other training which the employer requires the worker to complete and which the employer will not bear the cost of.”
- (viii) after subsection (5) insert—
- “(6) In this section “probationary period” means a temporary period specified in the contract of employment or other worker’s contract between a worker and an employer that—
- (a) commences at the beginning of the employment, and
 - (b) is intended to enable the employer to assess the worker’s suitability for the employment.”.