



Great Britain to reduce threshold for consultation procedures

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The employee threshold required to initiate the establishment of information and consultation arrangements in certain companies in Great Britain will be reduced to 2% of the workforce, down from 15%, effective 6 April 2020. The current requirement that a minimum of 15 employees must submit the request for an information and consultation procedure remains unchanged. If a company doesn't receive a request for an information and consultation procedure, it is not required to provide one.

The employee threshold reduction recommendation was included in the 2017 Taylor review of modern working practices, and will amend the [Information and Consultation of Employees \(ICE\) Regulations 2004](#). These revised regulations implement a European Union [directive](#) that employees should be informed and consulted about developments in the workplace — on an ongoing basis — normally by elected employee representatives.

The regulations apply to limited companies, partnerships or public sector organizations with 50 or more employees and a principal place of business or head office located in Great Britain. Separate but similar regulations apply to Northern Ireland.

Related resources

- [Taylor review of modern working practices](#) (UK government, 11 Jul 2017)
- [Directive 2002/14/EC of the European Parliament and of the Council of 11 March 2002 establishing a general framework for informing and consulting employees](#) (EurLex, 23 Mar 2002)
- [Information and Consultation of Employees Regulations 2004](#) (UK government, 21 Dec 2004)

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