



EMPLOYMENT LAW UPDATES IN APRIL 2025

How will the 2025 Employment Law Updates Impact Contract vs. Permanent Hiring?

As of April 2025, new employment law changes have come into effect that are reshaping how UK businesses manage their workforce. These updates are driving a sharp increase in demand for contract staffing, as companies seek more flexibility and faster delivery on specialised projects. At Maxwell Bond, we've consistently proven our ability to deliver top-quality CVs within 24 hours — helping clients stay compliant and competitive. Read on to discover why contract is quickly becoming the preferred option for many in today's evolving landscape.

Key Changes Affecting Hiring Models:



Flexible Working Requests from Day One

- Employees will be entitled to request flexible working arrangements from their first day.
- Permanent contracts will need to reflect this change, and employers must be prepared to assess requests quickly.
- Contractors, however, may offer a more flexible alternative to meet business needs without immediate policy adjustments.



Revised Holiday Pay Calculations

- New rules for calculating holiday pay for irregular and part-time workers will take effect.
- Contractors, who typically do not receive statutory holiday pay, can be a cost-effective alternative for short-term projects.



Greater Protections for New Parents

- Enhanced protections for returning parents mean that permanent contracts will require updated policies.
- Contractors can help bridge gaps maintaining operational continuity, for project-based work or temporary cover.



Data Protection Compliance in Recruitment

- Stricter data protection regulations will govern AI-driven hiring processes.
- For companies relying on AI in their recruitment process, ensuring compliance across both permanent and contract hires is critical.

Why Contract Hiring Offers a Strategic Advantage in 2025:



Agility and Flexibility

Contractors allow businesses to scale up or down quickly without the long-term commitment of permanent hires, making it easier to adapt to changing regulations and workload fluctuations.



Reduced Risks

With fewer regulatory requirements surrounding benefits, holiday pay, and flexible working rights, contractors provide a compliant and efficient solution for meeting project-based needs.



Specialised Expertise

Contractors bring niche expertise and can be rapidly deployed to meet critical business needs, reducing lead times and ensuring project success.

Maxwell Bond's Contract Hiring Solutions

At Maxwell Bond, we specialise in delivering top-tier contract talent to help businesses adapt to regulatory changes, maintain momentum, and stay ahead in competitive markets. Whether you're responding to new employment legislation or scaling up for a critical project, our experienced consultants provide end-to-end support tailored to your needs. We've recently helped businesses across tech, digital, and transformation complete urgent, high-impact hires – and we'll be sharing real examples of how we've done it in the case studies included below. Our contract hiring solutions can support you with:

- **Rapid Deployment of Skilled Contractor Teams** – We consistently deliver fully vetted, high-quality CVs within 24 hours, helping you avoid costly project delays.
- **Compliance with IR35 and Evolving Employment Law** – We stay on top of legislation so you don't have to, ensuring all contract arrangements are fully compliant and low risk.
- **Flexible Workforce Planning** – From short-term specialists to long-term programme support, we build agile teams that flex with your business needs.



Rapid Deployment of Contractor Teams

At Maxwell Bond, we understand the ever-changing dynamics of the tech industry. Our Rapid Deployment of Contractor Teams is a strategic solution for businesses seeking agility, scalability, and access to top talent without the long-term commitments. Elevate your project outcomes by partnering with us and experience the unparalleled advantages of rapid deployment in the competitive world of technology.



Visit our website, or contact our team to explore how contract hiring can future-proof your workforce.



Delivering Rapid Contract Solutions for Global Innovation at UL

At Maxwell Bond, we've proudly partnered with UL, a global leader in applied safety science, to provide fast, flexible, and high-quality contract hiring solutions. Over the past 18 months, we've delivered 42 contract placements across critical roles including Business Analysts, Software Developers, Test Engineers, UX Designers, and Senior DevOps Engineers.



42 placements in 18 months

UL required quick access to highly skilled specialists to support complex digital projects across multiple regions. Our ability to deliver top-tier CVs within 24 hours has been pivotal to their success, enabling them to maintain project momentum and scale teams at pace. By tailoring our approach to UL's specific needs, we've not only enhanced their technical capability but also saved the business close to £500,000 through efficient delivery and reduced time-to-hire.



£0.5 million in savings

This collaboration highlights how Maxwell Bond's agile contract staffing model supports global organisations in achieving strategic objectives quickly, without compromising on quality.



Powering Scale-Up Success at eBay (Known Origin) with Agile Contract Talent

Maxwell Bond has been a key contract hiring partner to Known Origin, one of the most innovative players in the NFT marketplace. In just 15 months, we've made 21 high-impact contract placements across a wide range of roles, including Head of Engineering, Tech Leads, Full Stack Developers, UX Designers, and Product Owners.



21 placements in 15 months

Operating in a fast-moving, competitive space, Known Origin needed a recruitment partner who could act quickly without sacrificing quality. Our ability to source and deliver exceptional contractors within tight timelines has helped them scale their tech teams efficiently, meet ambitious product deadlines, and stay ahead in a rapidly evolving market.



Including many senior hires

Our partnership has played a central role in fuelling Known Origin's ongoing innovation and growth — showcasing the power of speed, precision, and flexibility in contract staffing, and how the right talent, delivered at the right time, can make a lasting impact on product delivery, team performance, and business success.

Let's Talk About Your Next Project

If you're planning upcoming contract hires or need rapid support to deliver on specialised projects, we're here to help. Whether you're hiring locally or building out global teams, Maxwell Bond has the expertise, network, and speed to deliver. Get in touch with our team today to discuss how we can support your contract staffing needs — wherever and whenever you need it.



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