Detailed guidance for employers

Appendix A: Establishing the duty start date when employing a worker for the first time on or after 2 April 2017 and 30 September 2017

This document accompanies:
Detailed guidance no. 2 – Getting ready

If you decide to print it out it’s best viewed at A3 size, so you’ll need to ensure that the A3 paper tray is selected on your printer. If your printer doesn’t have an A3 tray, the document will print on A4 but you may find the text size too small to read comfortably.
**Appendix A: Establishing the duty start date when employing a worker for the first time on or after 2 April 2017 and 30 September 2017**

A flowchart to help someone considering employing a worker for the first time on or after 2 April 2017 and 30 September 2017 establish the date that the employer duties will start to apply to them. Employers should also note how TPR will treat their duty start date. More information on this can be found at [www.tpr.gov.uk/new-employers-april-september](http://www.tpr.gov.uk/new-employers-april-september).

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