



Do you employ staff?

Do you have difficulty understanding
your legal and contractual
responsibilities as an employer?

Do employment problems keep you
awake at night?

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Employment Law Update

A Quick Reminder...

As of 1st September 2013 a new kind of employee status has been introduced; the employee shareholder. Please refer to our Employment Law Update - August - (which is available on our website) for further information.

1st October 2013

Changes to the Equality Act 2010

The Enterprise and Regulatory Reform Act 2013 repeals s.40(2) to (4) of the Equality Act 2010, changing the law so that an employer can no longer be held liable for third party harassment in certain situations.

Changes to the National Minimum Wage

On the 1st October the national minimum wage will increase as follows;

- The Adult rate will rise from £6.19 to £6.31 per hour
- The Youth rate for those aged 18 to 20 will rise from £4.98 to £5.03 per hour
- The rate for workers aged 16 and 17 will rise from £3.68 to £3.72 per hour
- The Apprentice rate will rise from £2.65 to £2.68 per hour, and the accommodation offset will rise from £4.82 to £4.91 per hour.

Amendment to the Companies Act 2006

The Enterprise and Regulatory Reform Act 2013 amends the Companies Act 2006 to give shareholders the power to approve Directors' pay on the approval of the Directors' remuneration report and to give shareholders a binding vote on pay policy and exit payments.

Changes to Health and Safety Regulations

The introduction of the Health and Safety (miscellaneous revocations and amendments) Regulations 2013 are making changes to the current first aid requirements. The new regulations remove the requirement in the Health and Safety (first aid) regulations 1981 for the Health and Safety executive to approve the training and qualifications of appointed first aid personnel.

On the 1st October 2013 the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 come into force. These regulations revoke and replace the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995. This will give clarification on the requirements for informing enforcing authorities about serious work-related accidents and incidents. More information can be found at <http://www.legislation.gov.uk/ukSI/2013/1471/contents/made>

If you have any queries relating to any of the subjects raised within this newsletter then please don't hesitate to contact us at hradvice@hasslefreehr.co.uk

For clarification of any of the above updates or for advice and guidance on any HR and/or Health and Safety Concerns contact us by emailing hradvice@hasslefreehr.co.uk or by calling 02476 664092.

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