

Human Resources & Health and Safety



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?

Hassle Free HR - Taking the hassle out of your HR and H&S Management

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Employment Law Update

There is no new employment legislation being introduced this month, however, as part of the 'Enterprise and Regulatory Reform Bill' there are a number of consultations still open which you may wish to respond to;

Consultation One - Implementing Employee-Owner Status

This consultation focuses on the introduction of a new type of 'Employer-Owner' Contract of Employment where the employee will be given shares in exchange of waiving some of their employment rights, like the right to claim unfair dismissal or the right to statutory redundancy pay. The employee will be given between £2,000 and £50,000 of shares which will be exempt from capital gains tax. The consultation period began on 18 October and closes on 8 November 2012. You can respond to this consultation online at; <http://www.bis.gov.uk/Consultations/consultation-on-implementing-employee-owner-status?cat=open>

Consultation Two - Ending the Employment Relationship

This consultation is about the use of settlement agreements and the level of compensatory award for unfair dismissals. An anticipated outcome will be an ACAS Code of Practice on the use of settlement agreements with suggested templates and a tariff. The consultation period began on 24 September 2012 and will close on 23 November 2012. You can respond to this consultation online at; <https://www.surveymonkey.com/s/TZNJXGV>

Consultation Three - Employment Tribunal Rules

This consultation focuses on improving the 'case management' and 'preliminary hearing' stages of the employment tribunal process. It will also focus on providing improved guidance for both claimants and respondents on how to prepare for an employment tribunal with additional information on alternative dispute resolution processes. Again, you can respond to this consultation online at; <http://www.bis.gov.uk/assets/biscore/employment-matters/docs/e/12-1039f-employment-tribunal-rules-underhill-review-form>

Pensions Auto-enrolment

In our November HR Update (to be issued later this month) we will provide you with information about 'Step Three of the Pensions Regulator's 'Seven Steps to Pensions Auto-enrolment' which will focus on 'Pension Arrangements' and which will include details about the practical steps of using the governments national employment savings trust (NEST). See our October newsletters for information about Steps One and Two.

Further Advice

If you have any employee related problem which you would like to discuss in confidence then please don't hesitate to contact us; ehedley@hasslefreehr.co.uk for further advice and information.

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 ehedley@hasslefreehr.co.uk or by calling 02476 664092.

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