



Human Resources & Health and Safety



Do you employ staff?

2018 Employment Law “Round Up”

Please find below a summary of forthcoming employment legislation for the year 2018. We will also be issuing monthly Employment Law newsletters, when necessary, for the month ahead where possible, so if anything changes and/or if new, unexpected legislation comes into force, we will let you know as soon as possible

1st April

The standard rates of **Maternity**, **Paternity**, **Adoption** and **Shared Parental** pay will increase. The **National Minimum Wage** and the **Accommodation Offset** will also be increasing. We will communicate the new rates in due course.

6th April

The minimum percentage an employer can contribute to a **pensions auto-enrolment scheme** will be increasing, as well as the rate of **Statutory Sick Pay**. We will communicate the new rates in due course.

25th May

The General Data Protection Regulation will come into force, replacing the Data Protection Directive. The regulation will harmonise data protection law across the EU, and will also extend to foreign companies who process the data of EU residents. The Regulation will apply to the UK even after Brexit because it will come into force before Brexit will be finalised, and because of the UK's close working relationship with the EU. The Regulations are designed to increase the level of transparency, enabling people to have a better understanding of how and why their data is processed, and they are also designed to increase accountability with the introduction of a fine of £17million or 4% of the global turnover of the Company, whichever is greater. The Regulations will also introduce a single data

protection authority, and a new mandate for express consent. The Government is yet to publish official guidance for employers, but the ICO has published information on how to adequately prepare for the introduction of the General Data Protection Regulation. We will provide you with more information and guidance in due course.

How We Can Help

Employment Law changes will be announced throughout the year, and we will always endeavour to publish our informative newsletters ahead of these changes, to provide our readers with the necessary advice and guidance. If you have any questions about any of the subjects raised in this newsletter, please don't hesitate to contact us via hradvice@hasslefreehr.co.uk