

hasslefree   
**Human Resources & Health and Safety**



hasslefree 

Do you employ staff?

## **Employment Law Update January 2016**

### **An Employment Law “Round Up” for the Year Ahead**

#### **11<sup>th</sup> January 2016**

As of this date, due to the Exclusivity Terms in Zero Hours Contracts (Redress) Regulations 2015, employees on zero hour contracts who are dismissed or suffer a detriment for breaching an exclusivity clause are now entitled to bring a complaint to an employment tribunal. This new law has been introduced in an attempt to protect employees on zero hour contracts from being “punished” for having more than one employer. The employee will be able to bring a complaint before an employment tribunal regardless of their age or length of service, and the tribunal will have the ability to award compensation if they see fit.

#### **26<sup>th</sup> March 2016**

Regulations will be introduced by this date, which will state that companies will be required to publish information about the differences in pay between male and female employees, under Section 78 of the Equality Act 2010. Companies will have to publish information about the differences in what male and female employees earn, and also any differences in bonuses for male and female employees. This applies to any private company, public authority, or voluntary sector that has 250 or more employees. The armed forces are exempt from this legislation. There is no obligation for Companies to change their practices, however this legislation has been introduced in the hope that this activity will “shame” Companies with a larger pay gap, therefore encouraging them to pay employees more equally.

## 1<sup>st</sup> April 2016

The introduction of the National Living Wage. Employees aged 25 and over will now be entitled to receive the compulsory “living wage” of £7.20 per hour. This amount has been suggested by the Low Pay Commission, which will annually review the “living wage” in the same way it annually reviews the National Minimum Wage.

The minimum and maximum basic awards that Employment Tribunals are allowed to order an employer to pay an employee usually increase in April of each year. Whilst we cannot at this moment specify how much the awards for unfair dismissal, wrongful dismissal or breach of contract will be, we will notify our readers of the new amounts as soon as possible.

## 6<sup>th</sup> April 2016

The National Insurance Contributions Act 2015 states that as of this date employer National Insurance contributions will be abolished for apprentices aged under 25. This decision has been made in an attempt to make it easier for employers to employ younger people, which will hopefully result in more employment for younger people throughout the Country.

## 1<sup>st</sup> October 2016

As of 1<sup>st</sup> October the national minimum wage may rise, subject to prevailing economic conditions and the Low Pay Commission’s recommendations – new rates will be communicated in due course.

The standard rates of **Maternity, Paternity, Adoption, Shared Parental** and **Statutory Sick** pay may also increase – again we will communicate the new rates in due course.

## How Can We Help?

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](mailto:hradvice@hasslefreehr.co.uk)