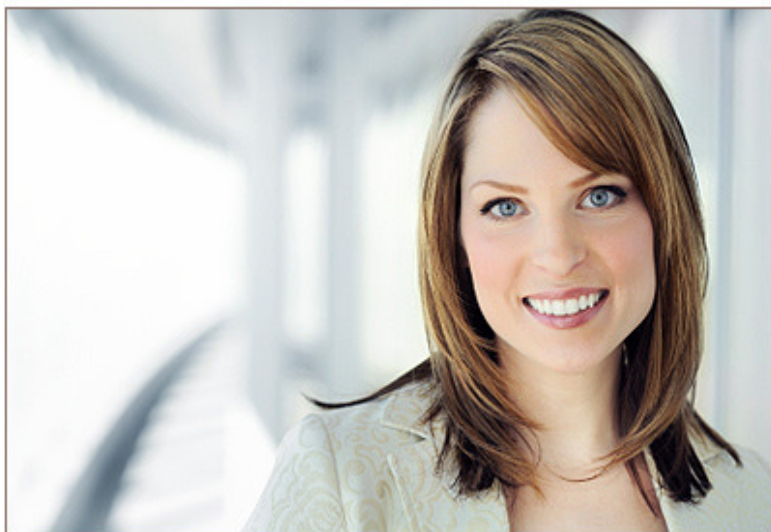




Human Resources & Health and Safety



Do you employ staff?

August Employment Law Update

8th August 2016

Earlier this month the Income Tax (Pay As You Earn) (Amendment No.2) Regulations 2016 (SI 2016/747) came into force, amending the Income Tax (Pay As You Earn) Regulations 2003 (SI 2003/2682). Because of this amendment, employers are now required to report any taxable mileage allowance and passenger payments made to employees to the HM Revenue and Customs. Reports can be made using a P11D form.

7th September 2016

As of this date, the Accountability and Whistleblowing Instrument 2015 (FCA 2015/46) legislation will introduce a requirement for large financial companies, with a total turnover of at least £250 million per year, to do more to encourage and protect whistleblowers.

As well as appointing a Senior Manager as a “Whistleblowers’ Champion”, someone who will oversee the integrity, independence and effectiveness of the firm’s policies and procedures on whistleblowing, employers also need to ensure the following:

1. That a thorough whistleblowing policy is put in place to ensure whistleblowers’ concerns are acted upon, investigated, and communicated back to the whistleblower. The policy should also ensure appropriate records and reports are made.
2. That they are prepared to handle all possible types of disclosure from whistleblowers. By having set plans in place for certain situations, no matter how uncommon or far-fetched they may seem, you will be more prepared and the situations will be handled more effectively.

3. That any employee who is offered a settlement agreement is made aware that they still have their legal right to “blow the whistle” should they feel it necessary.
4. That all employees are aware of the Financial Conduct Authority (FCA) and Prudential Regulation Authority (PRA) Whistleblowing services.
5. That the “Whistleblowers’ Champion” presents an Annual Report to the Board of Directors, to show that issues raised have been addressed appropriately.
6. That any whistleblowing claim that has been successful in an Employment Tribunal is brought to the attention of the Financial Conduct Authority.
7. That all employees are provided with appropriate training and made aware of their right to “blow the whistle” and to whom they should speak to when they wish to do so.

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