



## Human Resources & Health and Safety



Do you employ staff?

### April Employment Law Update

#### 6<sup>th</sup> April 2017

Usually our employment law updates focus on any changes that are scheduled for the following month, but as there are no employment law changes scheduled for May 2017, we instead thought it would be a good idea to inform you of the recent changes to Compensation limits, which were not confirmed and therefore not covered by our March newsletters.

On 6<sup>th</sup> April 2017, the compensation limits that can be awarded to employees was increased. Please find the new amounts below:

- The maximum amount of “a weeks’ pay” for the purposes of calculating a basic or additional award of compensation for unfair dismissal, a breach of contract / wrongful dismissal, or redundancy has risen from £479 to £485.
- The maximum basic award for unfair dismissal and statutory redundancy payment (30 weeks’ pay subject to the limit on a weeks’ pay) has risen from £14,370 to £14,670.
- The maximum compensatory award for unfair dismissal has risen from £78,962 to £80,541.

#### New additional ‘HR Plus’ Services

We are pleased to confirm that we will be offering new additional **hands-on** and **fixed-fee** ‘HR Plus’ services throughout 2017; these will include outsourced support with the management of:

- **Maternity, adoption, shared parental leave and associated flexible working requests;** we will meet with you in order gather relevant information, introduce ourselves to your employee, take care of all

associated administration (letters etc.) including the pregnancy risk assessment. Keep in contact with your employee during the leave period, keeping you up-dated as is necessary, meet again with both parties (independently) prior to the return to work, discuss and design the re-induction process and carry out a post-return to work review to ensure a successful return for both parties.

- **Recruitment;** we will meet with you in order gather relevant information, discuss and agree with you how to advertise the vacancy and source candidates, receive and sift all applications to select suitable candidates for first stage interviews, interview candidates selecting a short-list of candidates for second stage interviews. Includes all administration prior to second stage interviews.
- **Absence Management;** we will meet with you in order to gather relevant information. For short-term absences, we will hold return to work interviews and complete necessary administration and if appropriate manage the formal absence management process for you. For long-term absences, we will meet with the employee, complete all necessary administration (follow up letters etc.), refer to occupational health if appropriate, manage the return to work process or the formal capability dismissal process as required. Keeping you updated, every step of the way.

### How We Can Help

If you have any queries relating to any of the above please don't hesitate to contact us at [hradvice@hasslefreehr.co.uk](mailto:hradvice@hasslefreehr.co.uk)