

JOELSON WILSON

UPDATE FROM OUR EMPLOYMENT TEAM
18 DECEMBER 2008

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FROM 1 FEBRUARY 2009:

The Employment Rights (Increase of Limits) Order 2008

ANNUAL INCREASE IN COMPENSATORY AWARDS

- The limit on the amount of compensation awarded in unfair dismissal claims is currently £63,000 but will rise to £66,200.
- The limit on the amount of a week's pay for the purposes of calculating redundancy maximum award for 1 week's pay is £330 but will rise to £350.
- Maximum redundancy payment is £9,900 but will rise to £10,500.

FROM 1 APRIL 2009:

Employment Rights Act 1996

FLEXIBLE WORKING RIGHTS

- Watch this space! The Government may delay the implementation of legislation to extend the right to request flexible working to parents of children up to the age of 16, as part of its plans to deal with the current economic climate.

FROM 6 APRIL 2009:

Employment Act 2008

NATIONAL WAGES

- Employers will face a penalty if HMRC discover they have failed to pay the national minimum wage. Employers will be required to pay the Secretary of the State 50% of the underpayment of the national minimum wage, subject to a minimum penalty of £100 and a maximum penalty of £5,000.

RESOLVING DISPUTES

- Abolishes the current statutory dismissal, disciplinary and grievance procedures in their entirety.
- Encourage compliance with dispute resolution by giving the Tribunal a discretionary power to increase/decrease awards by up to 25% if an employer/employee unreasonably fails to comply with a relevant statutory Code of Practice (e.g. ACAS Code of Practice for Disciplinary and Grievance Procedures).

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Need to know more?

Ask us. For information/advice on employment issues, please contact:

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Joelson Wilson LLP

December 2008