

## Law on the Move® Factsheet

This factsheet summarises the tracks on the Winter 2011 edition of Law on the Move®. If you have any comments or suggestions for inclusion in the update service, please let us know. We love hearing from you!

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### Section 1

1. The increase to the State Pension Age has been delayed by six months.
2. We look at the case of *Wyburne-Ridsdale v St Austell Brewery Co Ltd* which deals with age and disability discrimination and has been described as being full of so many mistakes.
3. In April 2011, a new limit was set for the number of work permits that could be offered to non-EU workers entering the UK under Tier 2 of the five-tier points system.
4. HMRC has provided new guidance for employers on the requirement to account for output VAT on benefits that are provided under a salary sacrifice scheme. We look at the changes and what this means for salary sacrifice agreements entered into on or after 28<sup>th</sup> July 2011.
5. The Governor has published a guide on specific public sector equality duties set out in the Equality Act 2010. We look at what the duties require of public sector employers.
6. Munir Patel was the first person to be prosecuted under the Bribery Act 2010. We review the details of the case.
7. On 1<sup>st</sup> October 2011 the National Minimum Wage increased. We look at the new guidance regarding work experience placements and interns.
8. The Government has announced new measures to make it easier for employers to take on large numbers of apprentices.
9. We look at the most recent employment tribunal statistics.
10. Changes have been introduced to the Takeover Code. We look at what this means in practice.
11. We review two recent cases involving employee's postings on Facebook.

### Section 2

1. The Government has announced that the implementation of pension auto enrolment in small companies will be delayed.

2. In April 2012 the service qualification period for unfair dismissal protection is expected to increase from one to two years.
3. In an attempt to reduce the number of vexatious claims the Government is proposing to introducing fees from April 2013 for Claimants to bring their claim and a further fee if a hearing is granted.
4. We look at the Government's proposals for modernising tribunals. The proposals include judges sitting alone when hearing unfair dismissal claims, a new requirement to lodge all potential claims with ACAS, and settlement agreements.
5. The Government is proposing to introduce protected conversations. We look at what these are.
6. We look at the new Parental Leave Directive (2010) which increases the permitted period of parental leave following the birth or adoption of a child from three to four months.
7. The Government has committed to increase the funding available for vocational business training in 2012/13.
8. The youth contract scheme is an initiative to reduce youth unemployment. The scheme would pay employers subsidies to take on 18-24 year olds.
9. The Government is launching a consultation with a view to abolishing "large numbers" of health and safety rules following an independent review.
10. We review proposed future developments which will affect reservists and their employers.
11. The next part of the Localism Act 2011 comes into force on 15<sup>th</sup> January 2012. The Act includes a requirement for openness and accountability in local pay.
12. We look at European Directives due to come into force in 2013. This includes a requirement for holders of commercial driving licences to have their eyes tested every five years and increased protection to healthcare workers.

### **Section 3**

In section three we review some interesting cases. In this edition we look at wrongful dismissal, philosophical belief, illegal working, vicarious liability for whistle blowing relating to victimisation, and consideration of a change of business model to franchise arrangement does not qualify as an economic, technical or organisational change under TUPE transfer.

If you feel any friends and or colleagues would find Law on the Move® useful, they can contact us on [PM@russellhrconsulting.co.uk](mailto:PM@russellhrconsulting.co.uk) or visit our website: [www.russellhrconsulting.co.uk](http://www.russellhrconsulting.co.uk)