

Law on the Move Index Winter 2011

Remove the previous index and replace with this one

Topic	Update	LOTM Edition	Section	Track
Absence	Government review into the sickness absence system.	Spring	1	6
Agency Worker Regulations	New regulations due to come into force in October 2011.	Spring	2	3
Agency Worker Regulations	The Government have published the final guidance notes.	Summer	2	3
Agency Worker Regulations	Update on changes	Autumn	2	5
Annual Leave	Abuse of Holiday Rights- Bhopal v Virgin Media Ltd.	Summer	3	3
Annual Leave	Annual leave entitlement during sick leave: NHS Leeds V Larner.	Autumn	3	2
Apprenticeships	The Government has announced new measures to make it easier for employers to take on large numbers of apprentices.	Winter	1	8
Benefits	New guidance from HMRC regarding benefits provided under a salary sacrifice scheme.	Winter	1	4
Breach of Contract	Vickers v London Fire and Emergency Planning Authority.	Autumn	3	6
Bribery Act 2010	Postponed- will no longer come into force in April 2011.	Spring	1	10
Bribery Act 2010	Guidance notes have been published.	Summer	1	7

Bribery Act 2010	Self-reporting initiative.	Autumn	1	5
Bribery Act 2010	First prosecution under the Bribery Act 2010.	Winter	1	6
Contract Variation	Consequences of imposing pay cuts: Garside & Laycock V Booth.	Autumn	3	3
Disability	Definition of a disability.	Spring	1	7
Disability	Reasonable adjustments during redundancy selection process: Lancaster v TBWA Manchester.	Autumn	3	4
Discipline	Two cases involving employee's postings on Facebook.	Winter	1	11
Discrimination	Discrimination on grounds of sexual orientation: Lisboa v Real Pubs Limited.	Spring	3	4
Discrimination	Indirect Sex Discrimination- Karim v Laura Ashley.	Summer	3	6
Discrimination	Race discrimination: SG V St Gregory's Catholic Science College.	Autumn	3	5
Discrimination	Wyburne-Ridsdale v St Austell Brewery Co Ltd.	Winter	1	2
Discrimination	Philosophical belief- Hashman v Milton Park (Dorset) Ltd t/a Orchard Park and Farrell v South Yorkshire Police Authority.	Winter	3	2
Dismissal	Mitigating factors not known to the disciplining offer: Orr v Milton Keynes Council.	Spring	3	2
Dismissal	Shoemith v Ofsted highlights the importance of following the correct procedure.	Summer	3	1

Dismissal	Dismissal for Transferring Confidential Information- Brandeaux Advisers (UK) Ltd and ors v Chadwick.	Summer	3	2
Dismissal	The Extension of Limitation Periods- John Lewis Partnership v Charman.	Summer	3	5
Dismissal	Dismissal for SOSR: Ezsias V North Glamorgan NHS Trust.	Autumn	3	1
Dismissal	Increase to the service qualification period for unfair dismissal protection.	Winter	2	2
Dismissal	Wrongful dismissal- London Central Bus v Nana-Addai.	Winter	3	1
Diversity	The Financial Reporting Council's consultation on boardroom diversity.	Autumn	1	3
Employers Charter	New Employers Charter setting out employer rights.	Spring	1	3
Employment References	Negligent Misstatements- McKie v Swindon College.	Summer	3	4
Employment Tribunals	Employment tribunal statistics.	Winter	1	9
Employment Tribunals	Proposal to introduce fees for claimants.	Winter	2	3
Employment Tribunals	Government proposals for modernising tribunals.	Winter	2	4
Employment Tribunals Reform	Details of the government consultation on reforms to the employment tribunal system.	Spring	1	2

Equal Pay	Equal pay claims accepted in the High Court: Abdulla v Birmingham City Council.	Spring	3	1
Equalities and Human Rights Commission	Consultation on proposed amendments.	Summer	2	8
Equality Act 2010	Definition of a disability.	Spring	1	7
Equality Act 2010	Pre-employment health questionnaires.	Spring	1	8
Equality Act 2010	Codes of practice.	Spring	1	9
Equality Act 2010	Positive Provisions.	Spring	2	6
Equality Act 2010	Equality Act 2010 (Specific Duties).	Summer	2	6
Equality Act 2010	Specific duties.	Autumn	2	3
Equality Act 2010	Government guidance on specific public sector equality duties.	Winter	1	5
European Directives	European Directives due to come into force in 2013.	Winter	2	12
Health and Safety	Move to predominantly online system for reporting work-related injuries and accidents under RIDDOR.	Summer	2	9
Health and Safety	Duty on HSE to recover costs where duty holders are found to be in serious breach of H&S law.	Autumn	1	4
Health and Safety	Consultation to abolish large numbers of health and safety rules.	Winter	2	9

Illegal Workers	Okuoimose v City Facilities.	Winter	3	3
Incapacity Benefit	Figures from the Department for Work and Pensions.	Autumn	1	11
Insurance Based Benefits	From 21 st December 2012 gender can no longer be taken into account as a risk factor when setting premiums and payouts.	Summer	1	2
Investigations	Mitigating factors not known to the disciplining offer: Grundy v Kier Street Services.	Spring	3	6
Localism Act 2011	Requirement for openness and accountability in local pay.	Winter	2	11
Maternity Pay	Reduction of additional compensatory amount.	Summer	1	6
Migrant Workers	New annual limit.	Summer	1	10
Migrant Workers	The European Union Blue-Card Directive.	Summer	2	2
Migrant Workers	New Tier 1 (Exceptional Talent) category.	Autumn	1	7
Migrant Workers	Limit on the number of work permits for Tier 2 non-EU workers.	Winter	1	3
Modern Workplace Consultation	Launched by the Government in May 2011.	Summer	1	4
National Insurance Cards	Gradual phased out.	Autumn	1	9
National Minimum Wage	Increases from 1 st October 2011.	Summer	2	4
National Minimum Wage	Reminder of changes.	Autumn	2	2

National Minimum Wage	New guidance regarding work experience placements and interns.	Winter	1	7
Parental Leave	Plans to increase parental leave.	Autumn	2	6
Parental Leave	Increase to the permitted period of parental leave.	Winter	2	6
Paternity Leave	New additional paternity leave rights.	Spring	2	1
Pensions	Upcoming changes to the Pensions Bill.	Spring	2	4
Pensions	Workplace pension reforms.	Autumn	1	1
Pensions	Proposed pension contribution changes for civil servants, NHS workers and teachers.	Autumn	1	2
Pensions	Delay to the increase in State Pension Age.	Winter	1	1
Pensions	Delay to the implementation of pension auto enrolment in small companies.	Winter	2	1
Plan for Growth Budget	Changes for business.	Summer	1	3
Prisoners' Earnings Act 1996	Comes into force on 26 th September 2011.	Autumn	2	1
Protected conversations	The Government are proposing to introduce protected conversations.	Winter	2	5
Protection of Freedoms Bill	The Bill was published at the beginning of 2011.	Summer	1	8
Recruitment	Pre-employment health questionnaires.	Spring	1	8
Redundancy	Calculation of redundancy pay: Agard v Westminster Kingsway College.	Spring	3	5

Reorganisation	Selection process for new roles: Morgan v the Welsh Rugby Union.	Spring	3	3
Reservists	Proposed future developments for reservists.	Winter	2	10
Retirement	The removal of the default retirement age.	Spring	1	4
Retirement	Transitional arrangements.	Summer	2	5
Retirement	Retirement without the default retirement age.	Autumn	2	4
Royal Wedding	Additional Bank Holiday in recognition of the royal wedding.	Spring	2	7
Statutory Rates	New rates effective from February 2011.	Spring	2	2
Takeover Code	Consultation on proposed amendments.	Summer	2	7
Takeover Code	Changes to the Takeover Code.	Winter	1	10
Tax and NI	Changes from 6 th April 2011.	Summer	1	9
Termination Payments	HRMC changes in respect of termination payments.	Summer	1	5
The Corporate Manslaughter and Corporate Homicide Act 2007	The case of Cotswold Geotechnical Holdings.	Spring	1	1
The Corporate Manslaughter and Corporate Homicide Act 2007	Second case.	Autumn	1	10
The Red Tape Challenge	Initiative launched by the Government.	Summer	1	1
The Red Tape Challenge	Businesses are invited to become more involved.	Autumn	1	8

Time off Work	Additional Bank Holiday in recognition of the royal wedding.	Spring	2	7
Time to Train Regulations	Delay in regulations being extended to small and medium sized businesses.	Spring	1	5
Transnational Information and Consultation of Employees Regulations 2010	Amended regulations came into force on 5 th June 2011.	Summer	2	1
Tribunal Report	ACAS annual tribunal report.	Autumn	1	6
TUPE	Zaman and others v Kozee Sleep Products Ltd (t/a Dorlux Beds UK).	Autumn	3	7
TUPE	Nottinghamshire Healthcare NHS Trust v Hamshaw and others.	Autumn	3	8
TUPE	Hardy and others v Meter U Ltd.	Winter	3	5
Vocational Business Training	Increase to funding available for vocational business training.	Winter	2	7
Whistle Blowing	St John Ambulance V Mulvie.	Autumn	1	12
Whistle Blowing	NHS Manchester v Fecitt & Ors.	Winter	3	4
Working Time Directive	Proposed amendments to the Working Time Directive.	Spring	2	5
Youth Contract Scheme	New Government initiative to reduce youth unemployment.	Winter	2	8