

## HR BRIEF SPRING 2010

### Fitness for Work Notes

6 April 2010 saw the introduction of a new 'Fit for Work' note system to replace the sick note (Medical Statement) for employees. Under the old system, doctors were only able to advise their patient on whether they were able to return to work or not. It has long since been realised that some people may be fit to return to work earlier on a phased return to work, altered hours, amended duties, and/or workplace adjustments. Now, doctors can advise employers on whether the employee is either 'unfit for work' or 'fit for work'. This provides opportunity to look at earlier returns to work for staff where appropriate support mechanisms are in place. Resolve HR believes this is a real step forward in addressing some of the issues associated with sickness absence through positive advice/support for staff and employers. If you have any queries regarding the new 'Fit for Work' note system **please call Shane on: 07984144812** or Email: [shane@resolvehr ltd.co.uk](mailto:shane@resolvehr ltd.co.uk)

### **Resolve HR News**

#### Resolve HR Ltd Software

April 2010 saw the launch of the New Resolve HR Ltd HR Software to help businesses 'manage staff more effectively'. This amazing one off price of just **£399.99**, works out at less than £35 per month, or about £1 a day! For further details visit our website.

#### Change Management Support

The Greek philosopher Heraclitus famously said "**The only thing constant is change.**" One of the biggest challenges for employers today is managing change effectively. For a business, whether adapting to the demands of a changing market, implementing new working patterns, seeking to improve staff performance, downsizing, or looking to increase sales, the need to manage change effectively is key to its success. We can offer your business specialist support to help you through difficult changes so why not call us on 07984144812 for further details.

### News updates for April 2010:

New rates for SMP, SAP, and SPP increased to £124.88 (4 April)

Fit notes to replace sick notes (6 April)

Statutory Sick Pay (SSP) remains the same

Minimum pension age increases from 50 to 55 years

Changes to Immigration Rules for Tier 1 & Tier 2 requirements

Monetary penalties for breaching data protection rules come into force.

### New Pension arrangements

Under The Employers Duties (Implementation) Regulations 2010, mandatory contributions for employers and employees into a pension scheme are a requirement from 2012. For business' with less than 50 employees, dates will be split (depending on the last 2 Payee reference numbers) over 18 dates from 1 August 2014 to 1 Feb 2016 for auto-enrolment for the new pension requirements.

The phasing of contributions for the new pension requirements to the eventual 8% contribution is presently proposed to be:

Oct 2012 - Sept 2016 = Total min contribution of 2% including min employer cont. of 1%

Oct 2016 - Sept 2017 = Total min contribution of 5% including min employer cont. of 2%

Oct 2017 onwards = Total min contribution of 8% including min employer cont. of 3 %

Government will give the option to employers/employees to either join their own NEST (National Employers Saving Trust) schemes or of course start their own company pension scheme.

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