

## HR BRIEF JANUARY 2012

### Another year and more legislation.

As we begin 2012, we thought it would be useful to look back at some of the major employment legislation of 2011 and examine some of those planned for implementation in 2012.

Feb 2011 saw the Government announce plans to amend the Vetting & Barring Scheme implemented in Oct 2009 to improve protection for children and vulnerable adults, by scaling the procedure back significantly. These changes are expected to be implemented under the Protection of Freedoms Bill, subject to Parliamentary approval, in early 2012.

The Agency Workers Regulations 2010 came into force on 1 October 2011. The AWR provides agency workers with certain rights from the first day of working for a company and further rights after a 12 week qualifying period. Agency workers must not be treated less favorably than comparable employees and workers in collective facilities and amenities provided by the organisation. Following the 12 week qualifying period, assuming he/she has worked on one or more assignment in the same role for 12 continuous calendar weeks, he/she is entitled to the same basic terms and conditions as if he/she had been employed by that company to do that role. This includes pay, working time, rest breaks and annual leave but does not include occupational sick pay or redundancy payments.

Looking to the future, compensation award limits will be increased from Feb 2012. However, there are also Government proposals to withdraw legal aid for employment cases and consideration of a fee, thought to be around £250, levied to lodge a claim at tribunal. The proposed changes are expected in early 2013. The Government is also expected to implement reforms to the welfare state by creating a new Universal Credit system.

Tuesday 5 June 2012, has been announced as an extra bank holiday to celebrate the Queens Diamond Jubilee. Therefore, the late May bank holiday will be moved to Monday 4 June to make for a long weekend and bank holiday in the UK.

### National Minimum Wage Rates from 1 Oct 2011

£3.68 for workers aged 16-17 years

£4.98 for workers aged 18-20 years

£6.08 for workers aged 21 years and over

**Statutory Sick Pay** is £81.60 per week

**Maternity/Paternity/Adoption Pay** is £128.73 per week (depending on eligibility)

### Redundancy

- 0.5 week's pay for each complete year of service in which the employee was under 22 years old,
- 1 week's pay for each complete year of service in which the employee was less than 41 years but more than 22 years old,
- 1.5 weeks' pay for each complete year of service in which the employee was 41 years or more.

Unemployment rate is currently 8.1%

### Unpaid hours

A recent report into UK working hours revealed that employees are regularly working unpaid hours to help their company through this difficult economic climate. Although to be commended in the short term one wonders what its impact will be to the market and also to work/life balance of staff in the long-term. Please let us know what you think.

### Resolve HR Contact details

Office: 01782 911168

Mobile: 07984144812

Website: [www.resolvehr ltd.co.uk](http://www.resolvehr ltd.co.uk)

Email: [info@resolvehr ltd.co.uk](mailto:info@resolvehr ltd.co.uk)

### Learn how to be an effective leader in the workplace

This free Taster Session covers:

- How to develop effective communications with staff
- How to develop effective teams
- Dealing with conflict in the workplace

\*How to be an Effective Leader in the Workplace\* is part of our Change Management Support Training for Businesses

**FREE**  
TASTER SESSION

[Click here for further details](#)

**To unsubscribe for future newsletters please Email: [info@resolvehr ltd.co.uk](mailto:info@resolvehr ltd.co.uk) and mark the heading 'UNSUBSCRIBE'**

Please note that any advice and or guidance provided is not intended as a substitute for legal advice. Whilst every care has been taken in compiling these HR guidance briefs, Resolve HR Limited cannot be held responsible for any errors or omissions. We do not warrant its completeness or accuracy; nor do we commit to ensuring that the information is kept up-to-date.