



Raworths LLP Employment Newsletter February 2007

THESE TIMES ARE A CHANGING

March 2007

Compensation Limits

From 1 February 2007, the maximum compensation award for an unfair/constructive dismissal claim has increased from £58,400 to £60,600.

Redundancy Payments

The maximum statutory redundancy payment has increased from £8,700 to £9,300.

The maximum amount for a week's pay for the purposes of calculating the basic element of unfair/constructive dismissal and redundancy pay has increased from £290 to £310.

When do they apply? If the date of the issue in question was on or after 1 February 2007, the new figures will apply. If the issue in question took place before 1 February 2007, the old rates will apply, irrespective of when the compensation payment is actually made.

During times of lay off, employees are entitled to receive a guaranteed daily payment for each workless day. As of 1 February 2007 this figure has also increased from £18.90 a day to £19.60.

April 2007

Statutory Maternity Pay, Maternity Allowance, Statutory Paternity Pay and Statutory Adoption Pay...

Will all increase from £108.85 to £112.75 a week on 1 April 2007.

Statutory Sick Pay...

Will increase to £72.55 a week from 6 April 2007.

Flexible Working

From the 6 April 2007 carers of adults will have the right to request flexible working.

Goods and Services

From 6 April 2007 it will be unlawful to discriminate on the grounds of religion, belief or sexual orientation in the provision of good and services.

Work and Families Act 2006

Don't forget that the regulation that came into force on 1 October 2006 will start to impact very shortly as the employees due to give birth on or after the 1 April 2007 come up to their due date. Remember:

- ALL employed women are entitled to additional maternity leave, as well as ordinary maternity leave, regardless of their length of service.
- The statutory maternity pay period will, from this date, be increased to 39 weeks.
- The statutory maternity pay period can commence on any day of the week (so long as it is the same day as the start of the ordinary maternity period).
- 8 weeks notice must be given by the employee if she wants to return to work early.
- Keeping in touch days – an employee on maternity leave is entitled to return to work for up to 10 days during her maternity leave period without losing any of her maternity rights.

Hear Ye, Hear Ye - the Seminars are upon us

It is that time again when we hold our biannual seminars to give you the low down on what is new, hip and happening in the employment world. You should have received your invitation. Be sure to get your seat booked.

Is your warning valid?

The recent case, Airbus UK v Webb, has followed a Scottish precedent in determining whether or not the Employment Tribunal can take into account expired warnings in cases of dismissal. The Employment Appeal Tribunal's position was quite clear; "a tribunal is obliged, and not merely entitled, to ignore expired warnings". Therefore, it is important to adhere to the time limits that are associated with the warning given. If the warning has expired you will have to issue a new warning and start the clock again.

Flexible Working for all?

Currently, an employee with a child under the age of six or caring for a disabled child under the age of 18, has the right to request flexible working times. In April this is to be extended to include carers of adults as well. The Children's minister, Beverley Hughes has, this week, suggested that the right to request flexible working should be extended to all people employed. She argued that it would enable employees to balance their home and work lives better. This, however, has been met with much opposition from the CBI and any change is far on the horizon.

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