

Employment Law- Key Updates for 2012.

We thought it was timely to give you the 'heads up' of changes and updates which are heading our way this year:

1st FEBRUARY – New Employment Tribunal Award Limit

The limit of the compensatory award for unfair dismissal increases to £72,300 (from £38,400)

1st APRIL – Increased Statutory Pay

Statutory maternity, paternity and adoption pay increases to £135.45 (currently £128.73)

6th APRIL – Qualifying Period for Unfair Dismissal

The qualifying period increases from one year to two

6th APRIL - Statutory Sick Pay increase

Statutory sick pay increases to £85.85 (currently £81.60)

JUNE – Change to 2012 Bank Holidays

Have you updated your diary? Due to the Queen's Diamond Jubilee the 2012 late May bank holiday will be moved to Monday 4th June 2012 with an additional Jubilee bank holiday on Tuesday 5th June. As with the Royal Wedding in 2011, whether you will need to pay employees for the Jubilee Bank Holiday will depend on the wording of your Terms and Conditions of Employment. If in doubt, give us a call.

1st OCTOBER – National Minimum Wage

No increase has been announced as yet. The Low Pay Commission is expected to issue guidance in February 2012

1st OCTOBER – Pensions auto-enrolment

Large employers have to enrol eligible employees automatically. Employers with less than 250 PAYE employees will enrol employees during 2014.

There are several Government consultations and outstanding tribunal appeals still to be concluded during 2012 – we will be sure to let you know of anything of note

To discuss these updates or any other employment issues, please contact us on 0845 450 9110.