



Communications

Date: 3rd April 2012

Employment law provisions in force from April 2012

The following employment statutory provisions all come into force this month:

1 April 2012

The standard weekly rate of statutory maternity pay (SMP) and the weekly rates of ordinary statutory paternity pay (OSPP), additional statutory paternity pay (ASPP) and statutory adoption pay (SAP) increased from £128.73 to £135.45.

6 April 2012

The qualifying period for employees to claim unfair dismissal (and have the right to written reasons for dismissal) increases from one to two years. The increase applies only to employees whose employment begins on or after 6 April 2012.

Substantial changes to employment tribunal practice and procedure will take effect, including employment judges sitting alone in unfair dismissal cases, increases to the limits on deposit and costs orders, witness statements being taken as read and witness expenses no longer being state-funded.

The weekly rate of statutory sick pay (SSP) will increase from £81.60 to £85.85.

The lower earnings limit for qualifying for SSP, SMP, OSPP, ASPP and SAP will increase from £102.00 to £107.00.

Section 147 of the Equality Act 2010 is being amended to clarify the definition of an "independent adviser". It confirms that an employee's legal representative can be an independent adviser for the purposes of a compromise agreement.

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