



Communications

Date: 3rd October 2011

Unfair dismissal rule changes

Changes to unfair dismissal rules have been announced today by Business Secretary Vince Cable and Chancellor George Osborne.

Today's decision will see the qualification period for the right to claim unfair dismissal extended from one to two years. This will come into force on 1 April 2012. This is the latest development in the Government's workplace reforms which aim to increase business confidence to take on more workers.

Changes to the unfair dismissal rules follow the 'Resolving Workplace Disputes' consultation published in January this year which also proposed measures to encourage early resolution of disputes, the speeding up of the tribunal process and measures to tackle weak and vexatious claims.

The government advise that these combined proposals should see the number of unfair dismissal claims drop by around 2000 a year.

Business Secretary Vince Cable said:

"The priority of this government is to increase growth in our economy. We have one of the most flexible labour markets in the world but there is more we can do to give British business the confidence it needs to create more jobs and support the wider economy to grow.

"Businesses tell us that unfair dismissal rules are a major barrier to taking on more people. So today we have announced that only after working for the same employer for two years can an employee bring an unfair dismissal claim."

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