



## Communications

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### Employment law proposals in the Queen's Speech

The Queen's Speech has set out the following Bills which are of interest from an employment law perspective:

- National Insurance Contributions Bill: this will introduce a new Employment Allowance for employers to support jobs and help small businesses, extend the anti-avoidance rule to NICs, restrict the use of offshore employment payroll companies as intermediaries to avoid employer NICs and remove the presumption of self-employment for LLP members.
- Deregulation Bill: this will repeal the employment tribunal's power to make wider recommendations in discrimination cases under the Equality Act 2010, exempt from health and safety law those self-employed whose work activities pose no potential risk of harm to others and make changes to encourage the use of apprenticeships, as well as repeal other unnecessary legislation and reduce the burden of excessive regulation on businesses.
- Pensions Bill: this will introduce a single-tier flat rate weekly state pension, which will replace the current two-tier pension system of a basic state pension and an earnings-related additional state pension, to be implemented from April 2016. It will also bring forward the increase in state pension age to 67 by eight years, to take place between 2026 and 2028.
- Immigration Bill: this will introduce tougher penalties for employers who employ workers who do not have the right to work in the UK, including more substantial fines.

There are still many employment law changes in the pipeline (such as employment tribunal fees, new employment tribunal rules of procedure and changes to TUPE) which do not require primary legislation and so are not featured in the Queen's Speech.

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