



## Communications

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### Government sets out new implementation table for employment law reforms

The Government has announced a new implementation timetable for the major employment law reforms this year and next, many of which had originally been expected to come into force in April 2013.

The changes to the rules on collective redundancy (and new ACAS guidance on collective redundancy) will still come into force on 6 April 2013 but other changes have been put back until summer 2013.

Coming into force in summer 2013 will be: making settlement agreements easier to use; a new 12 months' pay cap on the unfair dismissal compensatory award; revised employment tribunal procedural rules; new employment tribunal fees; various changes to the whistleblowing laws and portable online Disclosure and Barring Service (DBS) criminal record checks.

Coming into force in autumn 2013 will be: the new employee shareholder status and reforms to the TUPE regulations. The Government will also be producing a better online tool about employing staff for the first time and interactive guidance on the entire disciplinary process.

Finally, coming into force in 2014 will be: extension of the right to request flexible working to all employees; ACAS early conciliation and the introduction of employment tribunal penalties for employers who are found to have breached employment rights.

It is not clear when the third party harassment provisions and the discrimination questionnaire procedure in the Equality Act 2010 will be repealed – the original proposal was for these repeals to take place in March 2013.

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