



Fact Sheet

Employment Law

Main changes expected in 2006

Age Discrimination - UK is required to introduce national legislation prohibiting discrimination on the grounds of age by December 2006 to implement the EU's Equal Treatment Framework Directive.

The final regulations are due to be published at the end of March and come into force on 01 October.

Revisions to regulations governing the transfer of undertakings (TUPE), Pensions Act 2004 and Disability Discrimination Act 2005.

.....from Feb

The Employment Rights (increase of Limits) Order 2005 comes into force on 01 Feb. New compensation limits for tribunal claims. The maximum compensation in an unfair dismissal case will increase to £58,400 (from £56,800). The maximum weekly pay to be taken into account when calculating statutory redundancy payments and the basic award in unfair dismissal claims will increase to £290.

..... from April

Amendments to the TUPE regulations as a result of the Acquired Rights Amendment Directive. Implementation is expected in April. Key features are : review of the rules about when TUPE applies; flexibility in relation to insolvency; clarification of the economic, technical or organisational defence and proposals regarding variation of contracts.

Pensions Act 2004 covering early leavers, trustees knowledge and understanding and consultation on pensions schemes changes.

Finance Act 2004 - A new tax regime for occupational and personal pension schemes will take effect from 06 April (A day).

Statutory maternity/paternity/adoption pay and statutory sick pay. The flat rates for SMP, SPP and SAP will increase to £108.85 per week (or 90% of average weekly earnings if less). The standard rate of SSP will increase to £70.05 per week.

.....from October

Age Discrimination legislation

National minimum wage increases

Adult rate from £5.05 to £5.35

Development rate from £4.25 to £4.45

Bills currently before Parliament

Equality Bill

Immigration, Asylum and Nationality Bill

Work and Families Bill

Health Bill

Who to contact for assistance

The members of our Team are: Simonne McIvor and Vikki Pratley

Pellys LLP
The Old Monastery
Windhill
Bishop's Stortford
Herts CM23 2ND
Telephone 01279 758080

Pellys LLP
12 Market Walk
Saffron Walden
Essex
CB10 1JZ
Telephone 01799 514420

Pellys LLP
Suite 4 Second Floor
Ravenscroft House
61 Regent Street
Cambridge CB2 1AB
Telephone 01223 654220

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