

This is a 'shorthand' guide to all you need to know about employment related legislation in 2011.

Some items needing action are highlighted. The one issue that all employers need to note is the intended abolition of the default retirement age (65).

The comments made here do not replace the need to take professional advice about these matters.

<b>Timing</b>	<b>Change</b>	<b>Action required</b>
January	' <b>Two Tier</b> ' workforce regulations have been scrapped. These apply if you take on outsourced central government contracts under TUPE. May be extended to local government.	✓ if you take on outsourced public sector contracts.
January	Temporary travel expenses cannot any longer be regarded as part of the <b>National Minimum Wage</b> .	✓ if you currently include travel expenses in a NMW calculation.
February	Statutory <b>redundancy pay</b> goes up to £400, <b>unfair dismissal compensation</b> goes up to £68,400.	
April	<b>Positive action:</b> you will be able to choose someone from an underrepresented, for instance, ethnic minority, to redress an imbalance in your workforce.	
April	HMRC changes will require employers to deduct full tax amounts from post P45 <b>termination payments</b> .	✓ if you have any termination negotiations, HRMC issuing guidance in February.
April	Parents of children due to be born or placed for adoption from 3 April 2011 will be able to 'share' some of the maternity leave between them, after the 'mother' has had 20 weeks. Effectively creating <b>additional paternity leave</b> .	✓ be alert to the possibility of requests. ▽
April	Right to request <b>flexible working</b> will be extended to parents with children under 18 (currently under 17).	✓ be alert to the possibility of requests. ▽
April	Temporary <b>immigration cap</b> is likely to become permanent.	
April	<b>Royal Wedding</b> , 29 April. You'll be faced with a 3 day week, and possible decisions regarding holiday entitlement/pay.	✓ depending on what your contract of employment says about public holidays.
April	<b>Bribery:</b> employers will need to have 'adequate procedure' to defend themselves against the corporate liability of 'failing to prevent corruption' (a criminal offense and the Company could be permanently barred from public tendering).	✓ if you are in a vulnerable market place. 'Adequate procedures' is likely to involve a policy and training. Government guidance still awaited.
April	<b>Maternity pay</b> increases to £128.73, <b>SSP</b> to £81.60 from 11 April 2011.	

## Employment related law in 2011

April	Right to <b>request training</b> will be extended to all employers (currently 250+ employees), but subject to Government review.	▾
April	Changes to the taxable status of <b>childcare vouchers</b> .	✓ if you use them, changes affect new entrants.
April	Allowable tax free <b>pension contributions</b> reduced from £255,000 to £50,000	
October	<b>Agency Worker</b> Regulations will entitle workers provided by an agency to receive same pay and other basic working conditions after 12 weeks.	✓ if you use agency staff, the costs, if they stay longer than 12 weeks, are likely to go up.
October	Default <b>retirement age</b> (65) will be scrapped, so notices of retirement issued after 30 March will be invalid, unless issued under the short notice provisions before 6 April 2011.	✓ if you have any staff approaching or post retirement, you need to review and decide approach. There's still time to act!
<b>Possible future developments</b>	Protection from ' <b>unfair dismissal</b> ' will only apply after 2 years employment (currently 1).	
	Introduction of <b>fees</b> for making a <b>Tribunal application</b> .	
	<b>Revised guidance on disability</b> likely to come into force.	
	A review of the legislation regarding the <b>employment of 'children'</b> is under review.	
	Government has dropped plans for compulsory <b>gender pay reporting</b> , in favour of a voluntary approach.	
	European proposals to increase period of <b>maternity leave on full pay</b> to 20 weeks has been dropped. 18 may still be considered.	
	The results of a major review of the <b>Vetting and Barring</b> Scheme is expected in early 2011. Relevant to employers working with children and vulnerable adults.	

▾ indicates an item that may need amending in your Staff Handbook.