



Employment Law Changes

In April 2013 the latest raft of changes to Employment Law come into force. Here is a summary of some of the changes:

1. Collective redundancy consultation period decreases

From 6th April 2013, where an employer proposes to make 100 or more employees redundant within 90 days, the consultation period is reduced from a minimum of 90 days to a minimum of 45 days before the first dismissal takes effect.

The minimum consultation period where the employer is proposing to dismiss between 20 and 99 employees remains at 30 days.

It is also important to note that the expiry of fixed-term contracts will be excluded from the calculation of the number of redundancies taking place in the relevant period.

2. Statutory sick pay increases

The weekly rate of statutory sick pay increases from £85.85 to £86.70 on 6 April.

3. Statutory maternity, paternity and adoption pay increase

On 7 April, the weekly rate of statutory maternity, paternity and adoption pay increases from £135.45 to £136.78.

4. General Damages on the grounds including 'pain and suffering' to increase

As per the Court of Appeal Judgment in *Simmons v Castle*, from 1st April 2013 the level of general damages awarded on grounds including 'pain and suffering' will be increased by 10%. This increase should also apply to injury to feelings awards.

It remains to be seen when (and if) Employee Shareholders, Confidential Termination Negotiations, Early Conciliation Requirements, Financial Penalties for Employers and Fees in the Employment Tribunals (to name but a few further reforms) will be introduced.