

HR Performance

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HR Performance: April 2010 Article for IAM manager



The following article first appeared in the April 2010 edition of the manager Magazine which is the British Journal of Administrative Management.

James Turner is the Managing Director of HR Consultancy The Performance Group Limited and has over 25 years commercial HR experience working with National and International Companies in designing developmental; training; recruitment and HR strategic solutions. He works across more than a dozen different business sectors including sports, substance misuse, education, retail, manufacturing, catering, professional bodies & institutes, as well national and local government. Clients include every premiership football clubs community sports team as well as a diverse range of

small and medium sized businesses through to billion pound turnover organisations. James will now be writing a regular feature for manager offering timely and practical advice about impending employment legislation and issues affecting all businesses.

For my first article I thought it may be useful to provide a brief overview of some recent and impending changes to employment legislation and look at individual areas in a little more detail in future articles.

The biggest piece of news is probably the changes to paternity and maternity leave which will allow the fathers - or partners of mothers or adopters - to take paternity leave of up to 26 weeks in the first year of the child's life or the first year following the child's adoption. This will be paid at statutory paternity pay rates and will be subject to the mother or adopter returning to employment prior to the end of their 12 months maternity or adoption leave. Just so you're clear, this will only have an impact where birth or adoption takes place on or after 3rd April 2011, but means that employees falling pregnant from the beginning of July 2010 will have these new rights.

April 2010 ushers in the right to request time off for training but currently applies only to organisations with 250 or more employees. The number of years required to achieve a state pension is reduced to 30 years but the minimum age at which a person can start receiving an occupational or personal pension rises from 50 to 55 - subject to some limited exceptions. April also finds the introduction of Fit-Notes which will enable Doctors to indicate if there is any work that a patient is able to do with appropriate support.

Looming on the horizon is the Single Equality Act which is expected in October 2010 and serves to consolidate all existing equality law into a single piece of legislation and which will introduce the concept of protected characteristics as well as new rules regarding perceived discrimination.

And if you think that all employment law legislation is one way you might be pleased to note that February 2010 saw a small decrease in the maximum unfair dismissal compensatory award from £66,200 to £65,300 - the effect of being linked to inflation!

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