

LEGAL BUSINESS UPDATE

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EMPLOYMENT LAW – WHAT’S COMING UP?

Employment law seems to change almost daily sometimes and some significant changes are in the pipeline so be aware and be prepared!

Over the past few months we have been inundated with information on the Employment Equality (Age) Regulations, 2006 which came into force in October last year. Already we are seeing some amendments to those regulations. Other significant changes in employment law are also on the horizon.

APRIL 2007

WORK AND FAMILIES ACT 2006 AND ASSOCIATED REGULATIONS

- Changes to the law for employees whose babies are born or expected to be born on or after 1 April 2007;
- Applicable to natural or adoptive parents;
- Paid statutory maternity and adoption pay extended to 39 weeks;
- Introduction of ‘keeping in touch’ days;
- Additional maternity leave to be available to all employees;
- Employer to be given more notice of an early return to work.

FLEXIBLE WORKING (ELIGIBILITY COMPLAINTS AND REMEDIES) (AMENDMENT) REGULATIONS 2006

- Extension of the right to request flexible working to carers;
- Simplification of the application date when a flexible working request is made in respect of a child;
- The application must now be made before the day on which the child reaches six, or if disabled 18, instead of the 14th day before the day on which the child reaches six.



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GENDER EQUALITY DUTY

- The law imposes a Gender Equality Duty on Public Authorities;
- All public authorities must demonstrate that they are promoting equality for women and men and that they are eliminating sexual discrimination and harassment;
- General duty applies to all functions of every public authority;
- Gender duty applies directly to certain private or voluntary sector bodies when they are carrying out public functions on behalf of the state.

INFORMATION AND CONSULTATION OF EMPLOYEES REGULATIONS 2004

- Aim of the regulations – to provide a means for employees and their representatives to be kept informed about and involved in decisions with regard to employment policies and practices of their employer that may affect them;
- Currently applies to businesses with 150 or more employees;
- From **6 April 2007** applicable to employers with 100 or more employees;
- Employers with 50 or more employees need to remember that these regulations will apply to them from **6 April 2008**.

If you would like to receive future editions of the Update by email, please email us at helene@n-v.co.uk

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