

Employment Newsletter August 2010

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IMPORTANT LEGAL UPDATE

National Minimum Wage increases

The National Minimum Wage Regulations have now been published.

- The principal rate of the national minimum wage will be raised from £5.80 to £5.93 per hour from 1 October this year and the age from which this rate is payable will fall from 22 to 21.
- For workers aged between 18 and 20 the rate will rise from £4.83 to £4.92 and for those under 18, who are no longer of compulsory school age, the rate will increase from £3.57 to £3.64 per hour.
- A minimum rate of £2.50 per hour will also apply to those falling under a contract of apprenticeship or who are engaged under certain Government arrangements.

Default retirement age to be phased out from April 2011

At present, employers can force employees to retire at 65 regardless of their circumstances. However, as people are living longer and remaining in better health, the Government has announced that it will begin phasing out the default retirement age from April 2011.

The key proposals remain subject to consultation until 21 October 2010 but are likely to be as follows:

- Retirements under the Default Retirement Age will cease on 1 October 2011
- No new notices of intended retirement are to be issued after 6 April 2011
- Individual employers may still operate a compulsory retirement age providing it is objectively justifiable
- Retirements notified before 6 April, but taking effect after 1 October 2011 will not be valid unless objectively justified
- The procedural requirements applicable to retirement dismissal (currently set out in the Age Regulations) will be abolished

The Government hopes that these changes will encourage people to work longer given the demographic changes of recent years.

York HR Network 2010-2011

The dates for the forthcoming series of meetings at Hotel 53 York are:

- 13 September 2010

- 8 November 2010
- 11 January 2011
- 14 March 2011
- 9 May 2011

A different topic is discussed at each meeting. Topics currently planned include:

- Getting the most from your team – managing team behaviour, building stronger teams and boosting performance
- Handling discipline and grievance investigations professionally – formal investigations, best practice methods and processes, presentation of reports
- Employee policies, procedures and handbooks – what to include, how to communicate, making sure that they comply with the law and hold up in the Employment Tribunal
- Age issues at work – retirement, discrimination, promoting a positive age culture
- Benefits packages and salary sacrifice schemes – common benefits arrangements, benchmarking and tax efficient benefits
- Staff surveys – why, what and how?
- HR and training strategy – best practice, how strategy fits with the business plan, evaluation of learning and development needs
- Discussion of the Equality Act

As in previous years, the final subject choice is dependent upon audience demand.

BOOK ONLINE NOW at www.yorkhrnetwork.com for £20+VAT.

When you book all 5 dates there is a special **discounted price** of £80+VAT (normally priced £20+VAT per meeting).

These meetings give a platform for HR professionals, managers and team leaders to discuss topical issues, benefit from each other's experiences and get the latest legal updates from Denison Till.

Denison Till's specialist Employment lawyers and HR Training specialists are always happy to help should you require general advice, guidance or training on any HR or Employment matters.

For further information please get in touch with Brian Harrington on 01904 611 411 or email bph@denisontill.com . Visit our website www.denisontill.com

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