

Making Your People Resources Work For You



Issue 13 July 2010

www.morlangilhr.co.uk



What our clients say about us

*"Great workshop and
thank you, I look
forward to reading
your newsletters."*

*Centre Manager
Charity*

*"Very inspired by your
session with us today
– many thanks."*

*Director
Consulting company*

*"Thank you for the
welcome update and
report on our
employment
handbook. We both
felt pleased and
relieved after your
visit, that we now have
a contact with you and
with the expertise in
the employment area
that we surely need."*

*Trustee
Charity*

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TRAINING
GRANTS
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Morlan Gil HR
01329 519919
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Welcome to the latest issue of Morlan Gil Human Resources employment law update. There are no significant changes to legislation planned over the summer, but there are a number of 'background' developments which might be of interest.

1. Watch out for fake fit notes

Some websites are openly selling fake versions of the new Fit Notes - introduced in April. These are described as "authentic looking replica doctor's sick note or medical certificates, written on official doctors' notepaper, with real stamp" and are available for £9.99 for two. See www.doctorsnotestore.com

Purchasers can choose to have their notes stamped by doctors from medical centres in any UK city.

While the website claims the documents are "for novelty use only", an employee could try to use one to claim sick pay. If you have any concerns about a Fit Note, contact the medical surgery involved to check the note is real and has been signed by the doctor named.

2. Minimum wage increase and new apprenticeship rate

The Government has confirmed that the recommended rises in the national minimum wage made by the Low Pay Commission will come into effect in October.

The new rates are:

£5.93 per hour for low paid workers aged 21 and over, up from £5.80
£4.92 per hour for 18-20 year olds, up from £4.83; and
£3.64 per hour for 16-17 year olds, up from £3.57.

For the first time there will also be an apprentice minimum wage of £2.50 per hour. The new rate will apply to those apprentices who are under 19 or those that are aged 19 and over but in the first year of their apprenticeship.

3. Government to 'cap' number of migrant workers entering the UK from 19th July

The Government has announced that it intends to consult on introducing a limit on the number of migrants from outside Europe coming to work in the UK. An interim limit will be introduced, with effect from 19 July 2010, to avoid a rush of applications before the limit is set.

The interim measures will amend the points-based immigration system,

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The average direct cost of recruiting a replacement member of staff is estimated at **£2500**

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established under Labour, so that the number of highly skilled (Tier 1) migrants is capped at current levels and the number of points needed by non-EU workers who come to do highly skilled jobs increases from 95 to 100. The number of certificates of sponsorship that licensed employers can issue to those who wish to come to fill skilled job vacancies will also be limited.

4. Tribunal claims increase by 56% overall

The latest Tribunal Service report for 2009/2010 indicates a sharp increase in the number of cases raised against employers. Over the past year, employment tribunal cases have grown from 151,000 to 236,100.

The highest number of tribunal claims lodged was for working time breaches (including holiday entitlement) which increased by almost 300% to 95,200 cases, followed by unauthorised deductions from pay which rose by 123% to 75,500 cases. However, there were also significant rises for cases related to redundancy payments by 76% to almost 20,000 claims and age discrimination by 37% to almost 6,000 claims.

5. Finally, the implementation of the Equality Act

The original implementation date for most of the Equality Act (1 October 2010) agreed by the previous government was recently removed from the Government Equalities Office website. The GEO has now issued a statement that the Equality Act's provisions will come into force at different times to allow people and organisations to prepare for them, and that this is being considered by the current Government. The GEO continues to work on the basis that the core provisions will come into force in October 2010. What these will be remains to be seen, but I will keep you posted.

If you would like help with or more information about any of the above please call or email me

Jim Gilhooley

jim.gilhooley@morlangilhr.co.uk

New Clients Welcome: This newsletter only goes out to clients or existing contacts of MGHR. However, if you know of someone or an organisation who would be interested in becoming a client or who would like a copy of the newsletter, please pass our details on or email Jim with their details and we will be delighted to contact them.

Morlan Gil Human Resources is a dedicated human resources consulting company which designs and delivers bespoke human resources solutions. We work with organisations to recruit, manage and retain high performing staff. This includes ensuring recruitment processes are successful and cost effective, that staff perform to the best of their ability and potential, and that any staff issues are dealt with smoothly and with minimum risk to the organisation.