

Making Your People Resources Work For You



Issue 11 January 2010
www.morlangilhr.co.uk



What our clients say about us

“Your invaluable help, professionalism and involvement throughout the whole recruitment process enabled me to focus my thoughts on the kind of person I was looking for and enabled me to complete the job efficiently and effectively.”

“Thanks for the training session on managing performance. It was well-presented and interactive. I gained a great deal from understanding the groundwork behind managing people”.

**DETAILS OF
TRAINING
GRANTS
-SEE BELOW**

Welcome to the latest issue of Morlan Gil Human Resources employment law update. Spring will bring a number of changes to employee benefits. In addition, we keep you up to date with some significant changes and look forward to some of the likely key employment issues in 2010.

1. Changes to regulations on employing skilled workers from non-EEA countries

From 6th January, skilled workers with a UK sponsor and their dependants successfully applying to extend their stay under Tier 2 of the Points Based System will receive an Identify Card for Foreign Nationals. Applications made after that date will also require Biometric Enrolment of the individuals. Further details can be obtained from the UK Border Agency website or ourselves.

2. Changes to benefits

2.1 Extended paternity leave and pay

This legislation is due to come into force in April 2010 and will affect parents of babies due from 3 April 2011. From this time fathers will be entitled to benefit from 26 weeks' additional paternity leave if the mother of the child returns to work before the end of her maternity leave for which she is entitled. This is available during the second six months of the child's life and may be partly paid if taken during the mother's statutory maternity pay period.

2.2 Changes to benefit rates

On 14 December 2009 the Government announced that the standard rates of statutory maternity, paternity and adoption pay will increase to £124.08 a week. However, the standard rate of statutory sick pay will remain the same at £79.15 a week. The changes are expected to come into force in April 2010.

3. Introduction of right to request time off for training

The right to request time off to undertake training will be introduced in April 2010. This will initially apply to organisations that have 250 or more employees. It will be compulsory for employers to seriously consider these requests but they will be able to refuse them if they have a good business reason. Employers will not be obliged to meet the training cost or salary to enable a request for time off to train to be met. This right will be extended progressively to cover all employees but no dates have yet been set.

4. Sick absence certification and pay (medical evidence)

Making Your People Resources Work For You



Morlan Gil HR

01329 519919

info@morlangilhr.co.uk

www.morlangilhr.co.uk



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

Up to £1000

Training Grants

available for Business Owners and management teams - **£500 unmatched and £500 matched**

Call Jim for more details on 01329 519919

If you wish to unsubscribe, please reply to this newsletter with 'unsubscribe' in the title, or contact Morlan Gil Human Resources on at **01329 519919** or jim.gilhooley@morlangilhr.co.uk

The "sick note" will be replaced by a "fit note" system from April 2010. The format of the medical statement will be changed so that doctors will now be able to record if patients are fit or not fit to work. It will also allow doctors to inform employers where a patient "may be fit for some work now". The rules relating to completing statements will be updated and some forms removed to simplify the process for GPs and employers. GPs will be permitted to issue statements printed by their practice's computer systems rather than handwriting or statement pad notes.

5. Decrease in employment tribunal awards - a first for employment!

Various payment award limits that relate to tribunal awards and other amounts that are payable under employment legislation have decreased. This includes the limit on the compensatory award for unfair dismissal. The figures have decreased from £66,200 to £65,300. These new limits will be applicable for any event or payments that occur after 1st February 2010. This is the first time a reduction has occurred.

6. Looking forward to 2010

Age discrimination, retirement and redundancy are expected to become growing issues for employers in the coming year. It is expected that the government will review the rules for retiring employees at age 65. This may be in conjunction with raising the default retirement age above 65.

In addition, rumours of recruitment of staff are growing as some employers begin to look forward tentatively. Where you are thinking about this, it is absolutely crucial, however, to bring the right people on board.

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.