



This month A-Z focus - "W" - Website



Happy New Year!! Did you have a nice Christmas? We continue to give you a bumper issue in January. At SEE, we are having something new – a new look for our website! We have updated and given our website a refreshing look.

There are also some newly-introduced functions within the site. You can now share page content directly from our website via twitter, facebook, etc.



If you are booking onto our events via our website, you can now add it to your outlook calendar with just one click!

I want to

- [Add this event to my Google Calendar](#)
- [Download an iCalendar file for this event \(for Outlook and other programs\)](#)

If you have not seen the new look of our website, explore and let us know what you think. [Explore our website](#)

Baby Girl Arrived!

Congratulations to Michelle and her husband! Although 2 weeks overdue, their first baby finally arrived on 14 December. Those two weeks must have been the longest two weeks in Michelle's life!

What's on the horizon?

Equality Act - Transitional Arrangements

As we have reported previously, much of the Equality Act 2010 came into force on 1 October 2010. With it, came transitional arrangements to cover:

- unlawful conduct (discrimination, harassment or victimisation) occurring wholly before 1 October;
- unlawful conduct occurring before 1 October; and
- unlawful conduct occurring on or after 1 October.

[Read more](#)

The Equality Strategy

The Government has published its Equality Strategy. The Strategy sets out a new approach for delivering equality, moving away from the identity politics of the past and to an approach that recognises people's individuality. [Read more](#)

New advisory fuel rates

The HMRC has released new advisory fuel rates for employers with company car schemes. [Read more](#)

Employment Tribunal Compensation Limits Increase

From 1 February 2011, the new maximum compensatory award for unfair dismissal increases to £68,400 (currently £65,300). The new maximum for a week's pay increases from £380 to £400. Therefore, the maximum unfair dismissal award (basic plus compensatory) is £80,400.

New rates of statutory pays from 6 April 2011

Statutory Sick Pay - £81.60 per week;

Statutory Maternity Pay, Statutory Paternity Pay, Statutory Adoption Pay and Maternity Allowance - £128.73 per week; the lower earnings limit for these purposes will increase to £102 per week.

Royal Wedding

The wedding of Prince William and Kate Middleton will be on 29 April 2011. The Government has designated this day as a Bank Holiday. The Local Government Employers issued a circular on 17 December advising on the leave arrangements for local government services employees. [Read more](#)

Two-tier Code on Public Sector Outsourcing has been abolished

The "two-tier code" used in public sector outsourcing contracts (used mostly in respect of central Government contracts) was withdrawn on 13 December 2010. The local government "Code of Practice on Workforce Matters in Local Authority Service Contracts" may therefore also be withdrawn at a later date. [Read more](#)

Retirement transitional period

From 1 October 2011, employers will not be able to rely on the default retirement age to justify a dismissal for a compulsory retirement. However, during the transitional period, retirements that are already in motion can continue through to completion. [Read more](#)



Case law

Woodcock v Cumbria Primary Care Trust

The EAT has gone against one of its earlier decisions and found that costs alone can justify age discrimination. Following an NHS reorganisation, Woodcock, the Chief Executive of a primary care trust was made redundant. In order to avoid him still being employed at the age of 50, when Woodcock would have become entitled to enhanced early retirement benefits costing between £500,000 and £1,000,000, his dismissal was accelerated, by omitting the usual consultation process. [Read more](#)

Cable Realisations v GMB Northern

Employers have to consult formally in a TUPE transfer even where no changes to structure are proposed. This case emphasises the importance of employers informing representatives promptly so as to allow for the possibility of meaningful consultations to take place. It also makes plain, however, that a maximum award is only likely to be granted in cases where there had been a complete failure to inform and consult. [Read more](#)

Hinsley v Chief Constable of West Mercia Constabulary

Police force breached its duty to make reasonable adjustments under the Disability Discrimination Act in failing to reinstate a probationary police officer who had resigned while depressed. Post-employment discrimination cases are rare, and those involving disability rarer still. This case is a good example of how the law operates in these circumstances. [Read more](#)

Weston Recovery Services v Fisher

Dismissal was fair even though the actions of the employee in question did not amount to gross misconduct. [Read more](#)

New Acas guidance

Representation: finding its voice

Acas is urging employers to acknowledge the role employee representatives play in contributing to good employment relations and improving change management. Acas has issued a new guide which covers:

- the benefits of employee representation and what kinds of employee representatives there are
- how employee representatives are elected
- what managers need to do
- training and self-development
- communication and consultation on issues such as health and safety
- legal rights and responsibilities. [Read more](#)

Consultations

Specialist Disability Employment Support

The Government announced a review of specialist disability employment programmes on 2 December 2010. This call for evidence is aimed at organisations and individuals who have information that is relevant to how the Department provides employment support to disabled people. This consultation will close on 28 February 2011. The consultation document can be found on the [Department for Work and Pensions](#) website.

Oh! Did I mention there is a chance to receive a FREE pack of [recruitment cards](#) if you “Get in Touch” with us via the form on our homepage?