**Employment changes in 2014**

**6 April 2014**

Mandatory pre-claim conciliation comes into force.

* Claimants will not be able to issue most employment tribunal claims unless they have engaged in PCC.
* Limitation period will be extended if PCC attempted
* Either party can opt out of process

Financial penalties for employers who lose an employment tribunal claim will be introduced. There must be “aggravating factors” present and the tribunal will consider the employer’s ability to pay. The money goes to the state not to the successful claimant.

* Penalties will be between £100 and £500
* Discount of 50% applied if paid within 21 days

Repeal of discrimination questionnaires in the Equality Act 2013

Index linked increases to compensatory award for unfair dismissal claims will come into effect - the amount has not yet been announced

**January 2014**

Changes to TUPE and the law on collective redundancies are expected to come into effect:

* TUPE consultations involving more than 20 redundancies can take place before the transfer
* Employee liability information must be provided 28 days before transfer
* Limitation on the effect of collectively agreed terms inherited on a transfer
* Changes in workplace can be argued as an ETO reason
* Businesses with less than 10 employees can inform and consult directly with their staff where no recognised union or representatives.



**2014**

**1 October 2014**

Any increases to rates of NMW will come into force – these have not been announced yet

**Other developments expected to take effect in 2014**

Repeal of tribunal’s powers to make recommendations which benefit the whole workforce following a successful discrimination claim - no implementation date yet

The right to request flexible working will be extended to all employees with at least 26 weeks' continuous

employment – no implementation date yet, but expected to take place in the spring

Remulations giving tribunals the power to order an employer carry out an equal pay audit where it is found to have breached equal pay law expected to be put before parliament.