**Employment changes in 2014**

**29 May 2014**

Certain old and minor cautions and convictions

are no longer subject to disclosure and employers cannot take these into account when making recruitment decisions**.**

**30 June 2014**

The right to request flexible working is extended

to all employees with 26 weeks’ service. The statutory duty to consider flexible working

requests is replaced with a duty to consider requests in a ‘reasonable manner’.

**1 October 2014**

NMW increases come into effect: Adult rate - £6.50; 18-20 year olds - £5.13; 16-17 year olds - £3.79 and apprentices - £2.73.

Prospective fathers or partners can take time off

to attend up to two antenatal appointments.

**6 April 2014**

Financial penalties for employers who lose an employment tribunal claim came into effect.

* Penalties will be between £100 and £5000
* Discount of 50% applied if paid within 21 days

Repeal of discrimination questionnaires in the Equality Act 2013.

The maximum compensatory award for unfair dismissal claims increased to £76,574 (from 74,200) or one year’s basic gross salary if lower and the statutory cap for a week’s pay increases to £464 (from £460).

Statutory Sick Pay record-keeping abolished in favour of giving employers the discretion to use a system which suits them.

**6 May 2014**

Claimants cannot issue most Employment Tribunal claims unless they have submitted an Early Conciliation Form.

**31 January 2014**

Changes to TUPE and the law on collective redundancies came into effect:

* TUPE consultations involving 20 or more redundancies can take place before the transfer
* Employee liability information must be provided 28 days before transfer (from 1 May)
* 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 (from 31 July).



**Other developments expected to take effect in 2014/2015**

* The Regulations giving tribunals the power to order an employer to carry out an equal pay audit where it is found to have breached equal pay law – October 2014.
* New Health and work assessment advisory service – Spring 2015
* Introduction of new system of shared parental leave – Spring 2015
* Draft order to outlaw caste discrimination expected – Autumn 2015

**2014**