

### 5 January 2015

Ban of "overseas only" advertisement for jobs by employment agencies took effect.

### Spring 2015

The Fit for Work Service has been introduced on a phased basis and is expected to be fully up and running by May 2015. It will provide:

- State funded assessments by occupational health professionals for employees who are off sick for 4 weeks or more; and
- Case management for employees with complex needs to facilitate their return to work.

### 1 June 2015 to 1 April 2017

Pension auto enrolment - various staging dates apply to employers with fewer than 50 employees.

### 1 July 2015

Two-year cap on back pay claims for holiday pay will apply to claims lodged on or after 1 July 2015.

### Autumn 2015

Draft order to outlaw caste discrimination expected.

### 1 October 2015

NMW increases come into effect (amounts not yet announced)

### 1 April 2014 to 1 April 2015

Pension auto enrolment - various staging dates apply to employers with 249 to 50 employees.

### 5 April 2015 – raft of family friendly changes

Introduction of a new system of shared parental leave to qualifying parents whose babies are due on or after 5 April 2015 (even if born earlier than this date), or to qualifying adoptive parents who have a child placed with them on or after this date.

Adopters will not be subject to the requirement for 26 weeks' service before they become entitled to adoption leave.

Statutory adoption pay will be brought into line with statutory maternity pay, by the introduction of a six-week period calculated at 90% of earnings.

Adopters will be able to take time off to attend appointments to meet the child they intend to adopt. In joint adoptions, only one adopter is entitled to paid time off.

Provided they meet the eligibility criteria parents who have a child through surrogacy will be permitted to take ordinary paternity leave and pay, adoption leave and pay and shared parental leave and pay.

Right to take unpaid parental leave extended to parents of any child under the age of 18 years.

### 6 April 2015

Tribunals will no longer be able to make recommendations to benefit the whole workforce following a successful discrimination claim.

New statutory pay rates apply:

- Statutory pay for maternity, paternity, adoption and shared parental leave will increase to £139.56 per week.
- Statutory sick pay rate will increase to £88.45 per week.
- Changes to the minimum and maximum Tribunal awards take effect (the amounts have not yet been announced).

If you would like any further information on our services, please contact:



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