

The day the music died...

We have had a number of clients receive correspondence from an organisation called The Performing Right Society (PRS). This organisation looks after the interests of their members (writers & publishers of music).

We can confirm that this is NOT a scam but a genuine organisation. PRS attempt to prohibit the unlawful use of music within the workplace without a license. This would include listening to the radio, whether on a stand alone music system or through the internet.

It is not a requirement in law to have this licence, but not having one could result in the PRS challenging you in court for royalties owed (if any) – a court would decide. Last year the PRS successfully challenged a Kwik Fit store in Glasgow who were playing a radio within the workplace.

There is a particular danger where the music is being played in the vicinity of visitors including members of the public. Arguably, a defence would be that the music is “incidental music” and not being played as an aid to bring in business. Music being played over a tannoy system in Reception, for example, may be hard to defend.

For further information, please visit the PRS website at: www.prsfoundation.co.uk.

Annual Increase in Compensation Limits

The Employment Rights (Increase of Limits) Order 2007 comes into force from 1 February 2008.

The order increases from-

- a week's pay (basic award / redundancy payment) - from £310 to £330
- maximum compensatory award for unfair dismissal - from £60,600 to £63,000

The material contained in this article is provided for general purposes only and does not constitute legal or other professional advice. Appropriate advice should be sought for specific circumstances and before any action is taken.

2008 Diary

1 February

Increases in Statutory
Redundancy & Unfair Dismissal
Limits

6 April

Proposed increases in:

Statutory Sick Pay
From £72.55 to £75.40 per week

Statutory Maternity Pay
Statutory Paternity Pay
From £112.75 to £117.18 per
week

For further information please contact our Business Advisers, Richard Allen, Alison Fletcher or
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