

Jail for Hiring Illegal Immigrants

Employers who knowingly hire illegal immigrants can now be jailed for two years under new measures.

Unscrupulous bosses could also be hit with an unlimited fine, as part of changes which the Home Office claim amount to the biggest immigration shake-up in a generation.

Firms which are negligent about checking whether their employees have the right to work in Britain could also be hit with a £10,000 on-the-spot fine for every illegal worker they hire. More information can be found on the Home Office Borders and Immigration Agency website: www.bia.homeoffice.gov.uk

Action

Employers should check the status of all employees before joining their businesses. The employer will have a defence if it can prove that it has seen, copied and retained copies of original specified documents before employing an individual. Checks should be made on everyone regardless of ethnic origin to avoid claims of race discrimination. Employers found guilty of discriminatory recruitment processes can face prosecution under race relations legislation and an unlimited fine.

If you require a list detailing suitable documents which may be used to check please email info@apmhr.com

Minimum Wage increase

The government has announced the annual increase to the minimum wage.

The adult rate will rise from £5.52 to £5.73.

The rate for 18-21 year olds will rise from £4.60 to £4.77

The 16-17 year old rate will rise from £3.40 to £3.53.

All increases will take effect on 1 October 2008.

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

6 April

Increases in:

Statutory Sick Pay
From £72.55 to £75.40 per week

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

6 April

Corporate Manslaughter &
Corporate Homicide Act 2007

Companies and organisations can be found guilty of corporate manslaughter (corporate homicide in Scotland) as a result of a gross breach of a duty of care. (More information in our next bulletin)

For further information please contact our Business Advisers
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