



WHAT'S AHEAD IN 2010

Compensatory Award / Days Pay

The maximum Compensatory Award for unfair dismissal claims in cases involving a dismissal on or after 1 February 2010, will be **reduced** from £66,200 to **£65,300**.

The maximum guarantee payment per day where date of lay off falls on or after 1 February 2010, will be **reduced** from £21.50 to **£21.20**.

There is no change to the maximum limit of a week's pay used to calculate Statutory Redundancy Pay which will remain at **£380.00**.

Right to Request Time off for Training

This right will come into force on the 6 April 2010 for employers with 250 or more employees and will be extended to cover all employers in April 2011.

The right is similar to the right to request flexible working and therefore is simply a right to 'request'.

Employers will be under no obligation to pay for the requested training and can refuse the request for business reasons. However they will have to follow a prescribed procedure when a request is received.

Increases to Statutory Payments

From April 2010, Statutory Maternity, Paternity and Adoption pay will increase from £123.06 per week to **£124.88** per week.

The weekly earnings threshold for these payments and Statutory Sick Pay will increase from £95.00 to £97.00 per week.

SSP will remain at **£79.15**

'Fit' Notes

The Social Security (Medical Evidence) and Statutory Sick Pay (Medical Evidence) Amendment Regulations 2010 replace the current 'sick note' system with 'fit' notes.

These allow GP's to state whether the employee could return to work if certain adjustments are made to their working conditions. GP's will also be allowed to issue printed statements rather than hand written ones.

Additional Paternity Leave

Although this will be introduced in April 2010, it will only apply to parents of babies born on or after the 3 April 2011.

It will allow the mother to transfer up to 26 weeks leave to the father if they return to work before the end of their maternity leave period. The Government has delayed implementation to allow employers time to prepare for the change including updating and amending any maternity and paternity leave policies.

Other Changes on the Way...

- **Oct 2010** - Equality Bill comes into force
- **Nov 2010** - Individuals wanting to work with children/vulnerable adults must register with the Independent Safeguarding Authority

OTHERS (No confirmed date)

- Government to review the default retirement age
- Practice of 'blacklisting' workers for their union membership or activities will be outlawed

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