



Statutory maternity, paternity and adoption pay increase - 1 April 2012

The standard rate of statutory maternity, paternity and adoption pay increases from £128.73 to £135.45 per week. The draft Social Security Benefits Up-rating Order 2012, which sets out the increase, can be viewed on the UK legislation website.

Contracting out of state additional pension abolished - 6 April 2012

The Pensions Act 2007 and the Pensions Act 2008 abolish contracting out of the state additional pension on a defined-contribution basis for occupational, personal and stakeholder pension schemes and the rules governing contracted-out rights in schemes.

Qualifying period for unfair dismissal increases to two years - 6 April 2012

The qualifying period for employees to bring a claim of unfair dismissal increases from one year to two years. The increase will apply only to employees who start a new job on or after 6 April 2012. The increase was confirmed in the Government's response (PDF format, 364K) to the consultation on resolving workplace disputes (on the BIS website).

Statutory sick pay increases - 6 April 2012

The standard rate of statutory sick pay increases from £81.60 to £85.85 per week.

Changes to health and safety reporting requirements come into force - 6 April 2012

The 3 day incapacity absence point that employers need to report accidents will move from 3 days to more than 7 days. The deadline by which the employer must report the accident increases from 10 days to 15 days.

Sunday trading laws relaxed - 22 July 2012

Sunday trading laws are relaxed until 9 September 2012 for the Olympic and Paralympic Games. This was announced in Budget for 2012.

If you have any HR and employment needs do get in touch with us.

Enquiry

Media Relations Team
HR Inc
mediaenquiries@hr-inc.co.uk
Tel: 02381 242195

