



EMPLOYMENT LAW NEWSFLASH E BULLETIN

Statutory Increases

The current levels of several statutory payments have increased this month, with Statutory Sick Pay rising to £72.55 per week and Statutory Maternity, Paternity and Adoption Leave pay going up to £112.75 per week.

It has been announced that the National Minimum Wage will also increase on 1st October 2007, with employees aged 22 or over to receive a minimum of £5.52 per hour, 18 to 21 year olds £4.60 per hour and workers aged 16 and 17 being granted over £3.40 per hour.

Part-time workers and Bank Holiday Mondays

A recent decision has held that failing to give a part-time employee pro rata days off to reflect Bank Holiday Mondays does not constitute discrimination against a part-time worker, who does not work on a Monday in any event. It was decided on that basis that the employer would treat a full time employee who also did not work Mondays in the same manner.

Review of Statutory Disciplinary and Dismissal Procedures

Since their introduction in October 2004 there has been much debate regarding the effectiveness and practicalities of the Statutory Disciplinary and Dismissal Procedures.

The objections to the new framework have been so continuous that the Department of Trade and Industry has unveiled that a thorough review of the entire provisions are to be carried out, with serious consideration to be given to the future of statutory measures in this area. The debate has been so far reaching that it has resulted in the Law Society calling for a total abolition of the current procedures.

Age Discrimination

A recent Irish case is likely to influence decisions in the UK in relation to Age Discrimination legislation. The decision has highlighted the dangers of age related questions being asked during the interview process. Having been asked to complete questions on the application form, including his age, date of birth, number of children, and whether he was living with parents/renting/mortgaged accommodation, the Claimant objected to the questions, believing they were "irrelevant and invasive". As a result of not obtaining the role he launched a successful claim that he had been discriminated against on grounds of his age and received an award of 5,000 Euro.

**For any further information about employment services from mfg, please do not hesitate to contact Sally Morris on 0121 504 4717 or sally.morris@mfgsolicitors.com
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