

GOVERNMENT ANNOUNCES EMPLOYMENT LAW REFORMS

As you may be aware, the Government has been continuing its review of employment law. The Government has recently announced plans to make the following pro-business changes:

- The qualifying period to bring an unfair dismissal claim will be increased from one year to two years on 6 April 2012. The Government expects that this will reduce the number of claims by around 2,000 a year.
- From 2013, the Government proposes to introduce fees for Claimants bringing Employment Tribunal claims.
- The introduction of fees will be subject to consultation, but it is anticipated that the fee will be refunded if the Claimant wins, but forfeited if not.
- It has been suggested that a fee of £250 will be payable when a Claimant files an ET1 claim form and a further fee of £1,000 will be payable by a Claimant when a claim is listed for a hearing. If the value of the claim is over £30,000 higher fees will be payable, although it is not yet clear what these will be.
- It is likely that fees will be subject to means testing, but it is not yet clear how a Claimant's ability to pay will be assessed.

We will update you once further announcements are made.

On a separate note, the Agency Workers Regulations 2010 also came into force on 1 October, giving agency workers additional rights. Please see our June Update for further details.

DISCLAIMER

All information in this update is intended for general guidance only and is not intended to be comprehensive, or to provide legal advice. If you have any questions on any issues either in this update or on other areas of employment law, please contact Parker & Co. We do not accept responsibility for the content of external internet sites linked to in this update.

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