



News Story  
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## New employment legislation.

The following pieces of employment legislation will come into force on 1 October 2007:

- *The Working Time (Amendment) Regulations 2007* - the statutory minimum paid annual leave entitlement under the Working Time Regulations 1998 will increase from four weeks to 4.8 weeks (with a further increase to 5.6 weeks from 1 April 2009). In the case of a full-time worker, this equates to an increase from 20 days to 24 days from 1 October 2007 and then to 28 days from 1 April 2009. Increases are pro rata for part-time workers.
- *The Equality Act 2006 (Dissolution of Commissions and Consequential and Transitional Provisions) Order 2007* - this Order dissolves the Commission for Racial Equality, the Disability Rights Commission and the Equal Opportunities Commission and makes consequential amendments and modifications to legislation which are necessary as a result of their dissolution and the establishment of the single Commission for Equality and Human Rights (CEHR) in their place.
- *The National Minimum Wage Regulations 1999 (Amendment) Regulations 2007* - these regulations increase the hourly rate of the National Minimum Wage for 16-17 year olds from £3.30 to £3.40, for 18-21 year olds from £4.45 to £4.60 and for 22 year olds and over from £5.35 to £5.52 per hour. In addition, the regulations amend the per day value of the accommodation amount which is applicable where an employer provides a worker with living accommodation. The amendment increases the amount from £4.15 to £4.30 for each day that accommodation is provided.
- *The National Minimum Wage Act 1998 (Amendment) Regulations 2007* - these amend section 3 of the National Minimum Wage Act 1998. This section allows for regulations to be made to prevent certain classes of people qualifying for the National Minimum Wage. The regulations amend an existing class, those attending a course of higher education, to those undertaking a course of higher education. The broader term therefore encompasses distance learning, e-learning and learning through other flexible routes. In addition, the regulations introduce a new class of persons who will be exempt from the National Minimum Wage. This new class are students undertaking a course of further education requiring attendance for a period of work experience. This is necessary to ensure that students can learn through practical application alongside their studies in the workplace.
- *The Flexible Working (Eligibility, Complaints and Remedies) (Amendment) (No.2) Regulations 2007* - these regulations amend the 2002 Regulations in respect of the categories of person entitled to make a request under the statutory right for employees to request a contract variation to care for a child or an adult. 'Adopter' is redefined to extend the definition to those who are adopting a child, whether domestically or inter-country, where the child has not been placed with those adopters by a UK adoption agency. The regulations also add private foster carer, and the spouse, partner and civil partner of a private foster carer, to the list, to encompass a category of people who foster children privately rather than those with whom children are placed by fostering services. Finally, they add a person in whose

favour a residence order is in force in respect of a child, and the spouse, partner or civil partner of such a person, to the list.

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