



## News Story 13.02.07

### Summary of legislative changes for 2007

Here is a brief summary of the employment legislative changes that we can expect for the rest of this year:

#### **February 2007**

- The annual increase in employment tribunal and other awards took effect on 1 February 2007.

#### **April 2007**

- The full retirement procedures in *the Employment Equality (Age) Regulations 2006* come into force on 1 April 2007, after which the transitional provisions no longer apply.
- Changes to maternity leave and pay for women whose expected week of childbirth is on or after 1 April 2007. The relevant regulations came into force on 1 October 2006.
- Changes to adoption leave and pay where the child is expected to be placed for adoption on or after 1 April 2007. The relevant regulations came into force on 1 October 2006.
- Increase in the standard rates of statutory maternity pay (SMP), statutory paternity pay (SPP) and statutory adoption pay (SAP) to £112.75 per week from 1 April 2007.
- Increase in the rate of statutory sick pay (SSP) to £72.55 per week from 6 April 2007.
- The right to request flexible working is extended to employees who are carers of certain categories of adults from 6 April 2007.
- The Gender Equality Duty on public bodies comes into force on 6 April 2007. Public bodies have until 30 April 2007 to publish and implement a gender equality scheme.
- The right for employees to be informed and consulted about their employer's business is extended to cover undertakings with 100 or more employees from 6 April 2007 (*the Information and Consultation of Employees Regulations 2004*).
- The obligation to consult about major changes to pension schemes is extended to undertakings with 100 or more employees from 6 April 2007 (*the Occupational and Personal Pension Schemes (Consultation by Employers and Miscellaneous Amendment) Regulations 2006*).
- The smoking ban in public places comes into effect in Wales on 2 April 2007 and in Northern Ireland on 30 April 2007.
- *The Employment Act 2002 (Amendment of Schedules 3, 4 and 5) Order 2007* comes into force on 6 April 2007. It adds three new jurisdictions to those already covered by the statutory dismissal and disciplinary procedure (DDP) and the statutory grievance procedure (GP) as from 6 April 2007.

#### **July 2007**

- The smoking ban in public places comes into effect in England on 1 July 2007.

#### **October 2007**

- Possible increases to the NMW from 1 October 2007, subject to economic conditions and the Low Pay Commission's recommendations to be delivered to the Government in February 2007.

- Increase in the statutory minimum annual leave entitlement from 1 October 2007 to 24 days per annum for someone who works a five-day week (with a further increase to 28 days to take place from 1 October 2008).
- Introduction of the Commission for Equality and Human Rights (CEHR) from 1 October 2007, to take over from the EOC, CRE and DRC.

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