



News Story

31.03.06

New Legislation due in force next week.

The following pieces of employment-related legislation all come into force in the next week:

2 April 2006

- The Social Security Benefits Up-rating Order 2006 increases the standard rate of statutory maternity pay (SMP), statutory paternity pay (SPP) and statutory adoption pay (SAP) from £106.00 to £108.85 per week (or 90% of the person's average weekly earnings if these are less than £108.85).

6 April 2006

- The Social Security Benefits Up-rating Order 2006 also increases the rate of statutory sick pay from £68.20 to £70.05 per week.
- The Transfer of Undertakings (Protection of Employment) Regulations 2006 provide greater coverage for service provision changes, a new requirement for the transferor to provide the transferee with employee liability information, clarification of the circumstances in which employers can make transfer-related dismissals and transfer-related changes to terms and conditions of employment and provide more flexibility in the transfer of insolvent businesses.
- The Working Time (Amendment) Regulations 2006 remove the exemption from limits on the maximum weekly working time and the length of night work in cases where a worker's time is partly unmeasured or partly self-determined.
- The Occupational and Personal Pension Schemes (Consultation by Employers and Miscellaneous Amendment) Regulations 2006 mean that employers planning to make major changes to occupational and personal pension schemes must consult with employees or their representatives beforehand. A minor amendment will also be made to the Information and Consultation of Employees Regulations 2004 by the Information and Consultation of Employees (Amendment) Regulations 2006 to accommodate the new regulations.
- The Commission for Racial Equality's revised Code of Practice on racial equality in employment comes into force.

