



Employment law timeline 2014

January	<ul style="list-style-type: none"> ■ The Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2013 came into force making changes to TUPE (31 January 2014)
Spring	<ul style="list-style-type: none"> ■ SSP increases to £87.55 per week and SMP, SPP and SAP increase to £138.18 per week (6 April 2014) ■ Increase in maximum employment tribunal awards (6 April 2014) ■ Pre-claim Acas conciliation will require claimants to lodge details of the claim with Acas before submitting an employment tribunal claim (optional from 6 April 2014) ■ Introduction of the power for employment tribunals to impose financial penalties on employers who lose an employment tribunal claim (6 April 2014) ■ Repeal of the discrimination questionnaire procedure (6 April 2014) ■ Abolition of statutory sick pay record keeping obligations (6 April 2014) ■ Increase in time before a TUPE transfer by which employee liability information must be provided from 14 to 28 days (for transfers on or after 1 May 2014) ■ Pre-claim Acas conciliation becomes mandatory (6 May 2014)
Summer	<ul style="list-style-type: none"> ■ Right to request flexible working to be extended to all employees with 26 weeks' continuous service and statutory procedure replaced with new duty to deal with requests in a reasonable manner (30 June 2014) ■ Exemption for micro-businesses from the obligation to inform and consult employee representatives in a TUPE transfer (for transfers on or after 31 July 2014)
Autumn	<ul style="list-style-type: none"> ■ Introduction of time off for fathers and partners to attend up to two antenatal appointments (1 October 2014) ■ Increase in national minimum wage rates (1 October 2014)
Expected 2014	<ul style="list-style-type: none"> ■ Power for employment tribunals to order that an employer carry out an equal pay audit ■ Introduction of a new government-funded health and work assessment and advisory service
2015	<ul style="list-style-type: none"> ■ Introduction of shared parental leave and pay system (5 April 2015) ■ Introduction of new "tax-free" childcare scheme (Autumn 2015) ■ Changes to the Equality Act 2010 in order to make it unlawful to discriminate on the grounds of caste (Autumn 2015) ■ Increase in the age limit of a child in respect of whom a parent may take parental leave from 5 to 18 years

© Burges Salmon LLP 2014. All rights reserved. Extracts may be reproduced with our prior consent, provided that the source is acknowledged. Disclaimer: This briefing gives general information only and is not intended to be an exhaustive statement of the law. Although we have taken care over the information, you should not rely on it as legal advice. We do not accept any liability to anyone who does rely on its content.