



Employment law timeline 2015

January	<ul style="list-style-type: none"> ■ Clawback provisions apply to any variable remuneration awarded by PRA-authorized firms (1 January 2015) ■ Ban of “overseas only” recruitment by employment agencies (5 January 2015)
Spring	<ul style="list-style-type: none"> ■ National roll-out of the Fit for Work service (9 March 2015) ■ Enforced subject access requests prohibited (10 March 2015) ■ Introduction of shared parental leave and pay system (where the expected week of childbirth (or placement for adoption) is on or after 5 April 2015) ■ Introduction of time off for adopters to attend adoption meetings (five appointments (paid) for ‘primary’ adopter, two appointments (unpaid) for ‘secondary’ adopter (5 April 2015) ■ Adoption leave entitlement adjusted to bring it into line with maternity leave and statutory adoption pay into line with statutory maternity pay (5 April 2015) ■ Unpaid parental leave extended to parents of children aged up to 18 years old (5 April 2015) ■ Statutory pay for maternity, paternity, adoption and shared parental leave increased to £139.58 per week (5 April 2015) ■ Statutory sick pay (SSP) increased to £88.45 per week (6 April 2015) ■ The limit for a week’s pay increased to £475 (used to calculate statutory redundancy payments or the basic unfair dismissal award) (6 April 2015) ■ The maximum compensatory award for unfair dismissal increased to £78,335 or 52 weeks’ actual gross pay if lower (6 April 2015) ■ National Minimum Wage (Consolidation) Regulations came into force (6 April 2015)
Summer	<ul style="list-style-type: none"> ■ Claims made on or after 1 July 2015 for back payment of holiday pay will be limited to two years (1 July 2015)
Autumn	<ul style="list-style-type: none"> ■ Introduction of new “tax-free” childcare scheme (Autumn 2015) ■ The National Minimum Wage for adult workers will increase from £6.50 to £6.70 per hour (1 October 2015) ■ Removal of employment tribunal’s power to make wider recommendations (1 October 2015)