

## NEWSLETTER

January 2010

### Happy New Year

At HR Response we believe that 2009 was a busy and interesting year for ourselves as Consultants and for you as Employers. There have been some significant developments and changes in relation to Employment Law.

As highlighted in our 2009 newsletters, changes included the repeal of the statutory dispute resolution procedures and the new ACAS Code of practice on discipline and grievance; the extension of the right to request flexible working arrangements to parents of children up to the age of 16. Should you need assistance with updating your Contracts of Employment, Policies or Staff Handbooks to reflect these changes please contact us at HR Response.

We are expecting to have another interesting year during 2010 with possible changes the Government intend to introduce, but of course we may have a change of Government - so watch this space!

The team at HR Response can provide Annual Advice Contracts. Advice provided by our qualified Consultants is confirmed in writing, and we'll even draft the letters to your employees as part of the package. If you have a difficult employment situation to deal with we can help you through it step by step. If you would like to know more about our Annual Advice Contracts, call us on 0115 9728708 or [email us here](#).

### Time off in Lieu When Working Additional Hours

An alternative to paying for overtime is to offer employees Time Off in Lieu (TOIL). This practice is particularly common amongst higher paid staff where they are often likely to appreciate time off rather than additional money for additional hours they have worked.

TOIL must be agreed in writing by both employer and employee and should be taken at a time when it is convenient to meet the needs of the business; however it cannot be assumed or enforced by either side.

[Read more...](#)

### Changes in Legislation for 2010

- Older Workers and Retirement
- Additional Paternity Leave (APL) ...
- Extension of Statutory Maternity Pay (SMP)...
- The Agency Workers Directive ...
- Right to Request Time Off for Training ...
- Equality Bill ...
- Default Retirement Age...

To read about these changes [click here](#)

## Good Health is Good Business

That was the conclusion of Dame Carol Black in her review of "The Health of Britain's Working Population" in early 2008.

Twelve months on, the [Health Work and Well-being Challenge Fund](#) was set up by the Department for Work and Pensions with £4 million to help Small Businesses who are ready to make these improvements. This has enabled **successful applicants to have their projects funded by the Government**. For more information [click here](#)

## Short Time Working

Short Time Working is when the whole or part of your workforce work less hours per week and is usually applied as a whole day off per week. For example you may decide a 3 day working week is the best option. For various reasons it would be important to stagger the days off to ensure cover in your business and full business opening hours.

The statutory rate which is set by the Government is £21.50 for each day not at work for a maximum of 5 days in any 12 week rolling period. However this will reduce to £21.20 from 1 February 2009. [Read more...](#)

## And Finally...

HR Response look forward to being your HR Partner in 2010

*NB: For every new client referred to us that results in business worth £200 or more, the referrer will receive £50 in shopping vouchers.*