

Government launches consultation on workplace dispute reforms

On 27 January 2011 the Government announced the next steps in its comprehensive review of employment laws.

The consultation document sets out several key proposals, including -

- increasing the qualifying period for employees to be able to bring a claim for unfair dismissal from one year to two years
- requiring all claims to be lodged with ACAS in the first instance to allow pre-claim conciliation to be offered
- changes to the tribunal process aimed at tackling weak and vexatious claims, reducing speculative claims and enabling cases to be concluded more quickly
- the introduction of financial penalties for employers found to have breached rights.

The consultation period will run until 20 April 2011.

The Government has also published an 'Employer's Charter' which sets out actions that employers are entitled to take. The Charter can be viewed at <http://www.bis.gov.uk/assets/biscore/employment-matters/docs/e/employerscharter>.

The Ministry of Justice will be consulting separately on introducing fees for Employment Tribunal cases and appeals.

If you are an employer we can –

- identify areas where you may be at risk and help you to address them
- support you with advice on day to day and major issues
- defend you against employment related claims
- revise your employment documentation and procedures
- provide training to your staff
- improve your health and safety compliance
- keep you informed on developments in the law and best practice
- draft compromise agreements for you to give employees and negotiate with their representatives.

If you are an employee we can –

- bring any employment related claims for you
- negotiate an exit from employment for you on favourable terms

- help you with any issues arising during your employment
- advise you on contractual documentation
- advise you on compromise agreements and negotiate improved terms.

For further information

Please call us on 020 7148 7850 or email info@levenesemployment.co.uk.

Alternatively please contact Victoria Willson directly on 020 7148 7852 or vwillson@levenesemployment.co.uk.

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