

Changes to Employment Law in April 2011

There are some important changes to [UK employment law](#) in April:

1 April 2011

- Moratorium exempting micro and start-up businesses from new domestic regulation begins (see my comments in an earlier post about how I think this will pan out!).

3 April 2011

- Additional [paternity leave](#) and pay regulations came into force on 6 April 2010 which apply to parents of children due (or matched for adoption) on or after 3 April 2011
- Statutory [Maternity](#), Paternity and Adoption pay increases to £128.73

5 April 2011

- The General [Public Sector](#) Equality Duty in S.149 of the [Equality Act 2010](#) comes into force (see my comments in an earlier post).

6 April 2011

- The [default retirement age](#) will be phased out and the statutory retirement procedure abolished. Will chaos ensue? We shall see. You should think about reviewing and updating your staff contracts, retirement policy, and staff handbook.
- The positive action in recruitment and promotion provisions in S.159 of the Equality Act 2010 comes into force
- The Equality Act codes of practice [come into force](#) (see my earlier post)
- Changes to the [points-based immigration system](#)- including a limit of 20,700 on the number of migrants entering the [United Kingdom](#) under Tier 2 (General) (see my earlier post).
- Tax changes for post-termination payments after a P45 has been issued
- [Statutory sick pay](#) increases to £81.60.

11 April 2011

- Maternity Allowance increases to £128.73.

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