

NEW YEAR, NEW EMPLOYMENT RESOLUTIONS!

- Review your policies and procedures for example, equal opportunities policies, harassment policies and recruitment documentation, to ensure that they comply with the new Equality Act 2010.
- Prepare now for the phasing out of the default retirement age. The last date that an employer can notify an employee who is 65 or over of retirement is the end of March 2011.
- Put in place an adverse weather policy to ensure that all employees are aware of what is expected of them and the employer's practice on payment for any missed days. Snow has already caused problems with many employees unable to make it into work and others having to leave work to care for their children following school closures.
- Plan for the additional bank holiday on Friday 29 April 2011 which celebrates the wedding of Prince William and Kate Middleton. Do you plan to be open on that day? Check your contracts of employment and take advice where appropriate.
- Keep up-to-date with the changes to employment legislation. Forthcoming developments for 2011 include increases in statutory payments, changes to flexible working, additional paternity leave and the implementation of the Bribery Act 2010 and the Agency Workers Regulations 2010.

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