

# **Increase to fines for national minimum wage breaches**

From April 2016, a breach of national minimum wage legislation will incur a fine of 200% of the underpayments to staff.

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# **Draft regulations on public sector exit pay cap published**

The government has published draft regulations for its plans to introduce a cap on public sector exit payments.

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# **New requirement for anti-slavery and human trafficking statements**

The government has legislated to require that commercial organisations publish a slavery and human trafficking statement annually to state what they are doing to prevent the use of slaves or trafficked workers in their supply chains.

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# **HM Treasury policy paper on extension of Senior Managers Regime**

HM Treasury has published its policy paper on extending the Senior Managers and Certification Regime to everyone who is approved under the Financial Services and Markets Act 2000. This would represent a significant increase in the coverage of the regime.

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## **Works councils: request must be made by 10% of the whole business' workforce**

In the context of the Information and Consultation of Employees Regulations 2004, an “undertaking” refers to a legal entity – i.e. the employer as a whole – rather than individual business units.

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## **FCA announces start date for**

# **new senior manager and certification regime**

The Financial Conduct Authority has announced that a new senior manager and certification regime will be put in place as of 7 March 2016.

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# **Revised ACAS Code changes provisions on worker's right to be accompanied**

A revised version of the ACAS Code of Practice on Disciplinary and Grievance Procedures took effect on 11 March 2015.

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# **Department for Work and Pensions Guidance published on new Fit for Work Service**

The Department for Work and Pensions has published guidance notes in relation to the new Fit for Work service which was launched in December 2014.

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# **Government launches consultation on loopholes in ban on exclusivity clauses in zero hours contracts**

After the controversy surrounding zero hours contracts, the Government is proposing to ban employers from using exclusivity clauses in them. On 25 August 2014, the Government launched a consultation to examine the potential loopholes employers could use to get around its proposed changes to the Small Business, Enterprise and Employment Bill.

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## **Tribunal News**

In the last month, a number of new issues have been clarified.

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## **Legislation**

As of 25 June 2013, the following reforms came into force:

- The qualifying period (2 years) for unfair dismissal will no longer apply where the main reason for dismissal is the employee's political opinions or affiliations.

- Changes to whistleblowing law: