

## News & Promotions

In the complex and ever-changing world of Human Resource management and employment law, it is vital to be up-to-date with legislative changes, developing case law and the latest thinking in all aspects of effective people management.

The links on this page enable you to access information, articles and events which you will hopefully find useful and add value to how you manage your organisation. HR Insight are able to assist you in assessing the potential impact of any of these issues on your organisation and how best they can be addressed. Should you need any further details regarding events and activities listed, then please do not hesitate to contact us. If you would like to receive these direct to your email on a monthly basis please email [enquiries@hrinsight.co.uk](mailto:enquiries@hrinsight.co.uk)

### Media Highlights

[Open this video in Windows Media Player](#)

### Factsheets

[Rotate, Motivate & Celebrate](#) - February 2012

In August 2011, the Chartered Institute of Personnel and Development reported that 75% of workers had experienced a pay freeze during 2011 and forecasted that the same may be experienced this year.

[All Change in 2012](#) - January 2012

The year 2012 is upon us and, whilst much talk has focused so far on the Olympics, the spotlight will also be on the employment law arena, which will see several key changes.

[Is it Party Time Already?](#) - December 2011

Is it really December? This year seems to have passed by so quickly that even the weather doesn't appear to have caught up! However, the party season has commenced with or without the weather so, whilst communicating our very best greetings to you, the focus of our factsheet this month is the celebrations!

[Bully Boys are Dangerous!](#) - November 2011

Is political correctness going mad or are managers slowly realising the danger of taunting employees in the workplace? As responsible managers, we know not to taunt our colleagues but we all know people that do – and what do we do about it? Do we ignore it? Is that dangerous?

[Capability Reviews Now Critical](#) - October 2011

April 2011 saw the abolition of the Default Retirement Age and the end of any new retirement notices to employees aged 65 or over.

[Employee, Worker, Self Employed? Which?](#) - September 2011

Employment Tribunals have shown that they are increasingly looking at the true nature of working relationships despite what the contract may say. Last month, they ruled that Car Valeters engaged by Autoclenz as self-employed contractors were employees, despite a substitution clause embedded into the service agreement. This made Autoclenz liable to pay national insurance contributions, holiday pay and provided the Valeters with full employment rights.

[Beware of The 12 Week Temps!](#) - August 2011

The new Agency Workers Regulations (AWR) come into force on 1 October 2011. Employers who traditionally use temporary workers will have to take care to ensure they are not exposed as these workers get new rights to the same basic pay and employment conditions as employees hired to do the job directly.

[Absent and Out?](#) - July 2011

Dealing with the health and wellbeing of a workforce is an obligation for employers under The Health and Safety at Work Act 1974.

[Can I Offer You Lunch?](#) - June 2011

Despite earlier delays, the Bribery Act 2010 comes into force on 1 July 2011.

[Interns, Apprentices or Workers?](#) - May 2011

The recent robust political debate is evidence of the renewed interest and a surge in the use of Internships.

[What's Out, What's In and What's Needed!](#) - April 2011

The last day that an employer was able to give an employee a notice of retirement has now passed.

[Overpaid or Underpaid – Do I Really Know?](#) - March 2011

A few months ago the Government completed its spending review and the daily headlines are forever reminding us all of what will be cut and by how much.

[Who's Left Holding the Baby!](#) - February 2011

New rights come into force from this April allowing fathers or partners to take additional paternity leave. Currently, they are entitled to take up to 2 consecutive weeks of ordinary paternity leave.

[Ring in the Changes](#) - January 2011

Over the course of 2010 we have seen many changes in the employment law arena which have had a significant impact on small and medium-sized businesses. 2011 looks set to continue in a similar vein with some very important changes to legislation looming.

[Going snow where](#) - December 2010

Officially, winter is meant to start on 1st December; one look out the window earlier this week and we all know it's here with a vengeance! Many clients are now confronted with the dilemma of what to do about absent employees, the approach to payments for not coming to work in these conditions and what to do if you are not able to offer work?...

[Santa's dilemma](#) - December 2010

At this time of year Christmas food, parties and gifts are at the top of everyone's agenda. However in a few short months, parties and gifts will be on everyone's minds again but perhaps with slightly less cheer as April 2011 sees the implementation of the Bribery Act...

[Redundancy - Are We Here Again](#) - November 2010

Following the Chancellor's recent spending review in Parliament, it has become very clear that we are set for significant redundancies in the public sector and many would argue, as a knock on effect, the private sector as well. In the light of this, a fresh look at what constitutes a fair redundancy process is the focus of this Factsheet...

[Restrictive Covenants](#) - October 2010

It is essential that all organisations protect the core components of their business (clients, customers, employees, intellectual property, process information) as these are critical to competitiveness and providing all stakeholders with a secure future...

[What is this Equality Act 2010 Really About?](#) - September 2010

The Equality Act is the single largest piece of anti-discrimination legislation to be created in this country. The Act will bring together and re-state the existing discrimination legislation. The aim of the Act is to make the laws surrounding discrimination easier to understand and help employers to make workplaces fair environments...

[Don't Get Stressed Out With Stress!](#) - August 2010

Being stressed at work is nothing new, but that does not mean organisations need to tolerate it, they just need to manage it!..

[The Bribery Act 2010 - You scratch my back, I'll scratch yours...?](#) - July 2010

This groundbreaking piece of legislation slipped under the radar almost unnoticed just prior to the General Election, with the main provisions coming into force this October...

[World Cup Mayhem - Featuring TV Appearance](#) - June 2010

On Friday, 11th June 2010 at 4pm, the World Cup kicks off with the match between South Africa and Mexico. Predictions about what happens on the pitch over the next four weeks is best left to the bookmakers and pundits! But what is certain however is that many organisations will potentially face some disruption 'off the field' from employees who take time off or time out to watch their team...

[Liabilities of Leading](#) - May 2010

Many individuals are appointed to the boards of companies, charities and limited liability partnerships without an understanding of their fiduciary and legal responsibilities and indeed the personal liabilities they could face if they get it wrong, which can include disqualification, fines and even jail sentences...

[Eruption Disruption \(Volcanic Ash\)](#) - April 2010

It is estimated that the volcanic eruption of the Eyjafjallajökull volcano in Iceland and the subsequent flight ban has already cost the British economy at least £920 million. The cost may now escalate further, as businesses debate how to manage the pay of returning employees...

[Social Media or Social Suicide?](#) - April 2010

How many of you use Facebook, Twitter, Linked-in, Bebo or My Space? Social networking is a relatively new tool that opens up new and unique opportunities for individuals and businesses to network, market and share information. Organisations are increasingly making use of these, especially Linked In and Twitter. It also however presents opportunities for employees to misuse their time and to communicate messages that work against your organisation...

[Sharing the Childcare](#) - March 2010

The government is proposing to allow new fathers to take up to 6 months of paternity leave. They say this change will make it easier for parents to share the childcare responsibilities...

[Accrual of Holiday](#) - February 2010

It is now clear that employees on longterm sick leave continue to accrue statutory holiday. This does not apply to the additional contractual holiday entitlement you may offer on top of statutory holiday. They may also be able to claim compensatory pay for any statutory holiday that they have accrued and not used as holiday leave from previous years when they leave your employment...

[Special Edition: Fit To Work & Sample Certificate - Featuring TV Appearance](#) - January 2010

Sick leave is costing the economy as much as £100 billion a year, and losing 172 million working days. Currently, when an employee is ill they will be signed off work by their GP for a specified period of time and cannot return to work until that period of time expires. Even if an employee is feeling better and wants to return to work it is common for an employer's liability insurance to specify that employees obtain a return to work certificate from their GP prior to returning...

[Special Edition: Snowed in](#) - January 2010

Across the UK, we are experiencing one of the coldest winters for some 20 years according to some reports. Every time we turn on the telly we see cars parked alongside the road with heaps of snow and not a gritter in sight! With many schools closed and extensive transport disruptions, it presents working parents and their employers with some difficult decisions concerning what to do about going in to work on the one hand, and what to do about paying my absent employees on the other...

[Up & Coming Legislation](#) - January 2010

Employment legislation very rarely stands still and this is again the case for 2010. A number of important developments are to take place this year and it is important for employers to be fully prepared for their implementation. Below are a number of enactments that will come into force over the course of the year...

---

© 2012 HR Insight Ltd.

Follow us on:

