**Employment changes in 2014**

**6 April 2014**

Financial penalties for employers who lose an employment tribunal claim will be introduced.

* Penalties will be between £100 and £5000
* Discount of 50% applied if paid within 21 days

Repeal of discrimination questionnaires in the Equality Act 2013.

The maximum compensatory award for unfair dismissal claims increases to £76,574 (from 74,200) and the statutory cap for a week’s pay increases to £464 (from £460).

The statutory sick pay provisions will be amended to scrap the recovery of sick pay costs by employers under the Percentage Threshold Scheme and the requirement to maintain SSP records.

**6 May 2014**

Mandatory early conciliation comes into force. Claimants will not be able to issue most Employment Tribunal claims unless they have submitted an Early Conciliation Form.

**January 2014**

Changes to TUPE and the law on collective redundancies came into effect:

* TUPE consultations involving 20 or more redundancies can take place before the transfer
* Employee liability information must be provided 28 days before transfer (from 1 May)
* Limitation on the effect of collectively agreed terms inherited on a transfer
* Changes in workplace can be argued as an ETO reason
* Businesses with less than 10 employees can inform and consult directly with their staff where no recognised union or representatives (from 31 July).

**30 June 2014**

The right to request flexible working is extended

to all employees with 26 weeks service. The statutory duty to consider flexible working

requests is replaced with a duty to consider requests in a ‘reasonable manner’.

**1 October 2014**

NMW increases come into effect: Adult rate - £6.50; 18-20 year olds - £5.13; 16-17 year olds - £3.79 and apprentices - £2.73.

Prospective fathers or partners can take time off

to attend up to two antenatal appointments.



**Other developments expected to take effect in 2014**

Repeal of tribunal’s powers to make recommendations which benefit the whole workforce following a successful discrimination claim - no implementation date yet.

The Regulations giving tribunals the power to order an employer to carry out an equal pay audit where it is found to have breached equal pay law expected to be put before parliament.

**2014**