



BE AGE AWARE TO AVOID COSTLY CLAIMS

UK employers could be facing a £12m compensation bill from a flood of age discrimination claims. Statistics from the now-defunct Department of Trade and Industry (DTI) showed about 600 claims had been registered since the introduction of age discrimination legislation last October. To put this in context, the average disability discrimination claim is £20,000.

These figures emerged after a survey of 50 firms found that one in 10 respondents had already received age discrimination claims. More than half of respondents complained that the UK workplace was over-regulated, but with the DTI anticipating 5,250 claims in 2007-08, there is no room for apathy towards these new laws and employers must stay ahead of the game.

Whilst it is not always easy to get your head around age discrimination laws, if employers are not on top of the age legislation and all of its ramifications, age claims could result in a significant financial cost.

The most high-profile age discrimination case to date saw Ann Southcott, a 67-year-old clerical worker at Treliske Hospital in Truro, Cornwall, who was dismissed the day before the regulations came into force, reinstated by the Royal Cornwall NHS Trust in an out-of-court settlement.

Are you up to date with age discrimination laws and on top of the legislation? For a free review of your contracts and employee handbooks please call the team on 0870 240 1919 or email info@hrdept.co.uk

