






The month of April 2007 is an important month for new employment legislation coming into force. The HR Dept. Ltd highlights the important changes and laws being introduced.


1st April 2007


-  Work and Families Act 2006 - for babies due after 1st April 2007;
 - Qualifying period for additional maternity leave is removed; all employees will receive 52 weeks maternity leave.
 - If an employee wishes to return early, they now need to give 8 weeks notice.
 - Payment period for SMP, SPP and SAP (Statutory Maternity, Paternity and Adoption pay) increases from 26 weeks to 39 weeks.
 - The employer and employee can agree up to 10 “keeping in touch days” where by the employee can come and work for those days agreed and their maternity pay or leave will not be affected.


-  SMP, SPP and SAP will increase from £108.65 to £112.75 per week

6th April 2007

-  SSP (Statutory Sick Pay) increases to £72.55 a week.

-  The right to request flexible working extends to include certain employees with caring responsibilities for adults.

-  Under the Equality Act 2006, Part 2, it will be unlawful to discriminate on the grounds of religion, belief or sexual orientation in the provision of goods and services.

-  The Information and Consultation of Employees Regulations 2004 extends to cover businesses with 100 or more employees.

For more information on how the HR Dept. Ltd can help you ‘Prevent People Problems’ and guide you through the maze of ever changing employment law; call the team on 0870 240 1919 or email info@hrdept.co.uk

