

SUMMARY OF KEY EMPLOYMENT LAW AND HR CHANGES 2015

APRIL

- **Shared Parental Leave** was introduced by the Childrens and Families Act 2014 for children born or adopted after 5th April 2015.
- **Shared Parental Leave** rate is in line with other allowances e.g. maternity, paternity, adoption.
- Changes to Adoption Rights included the right to take time off for adoption appointments.
- The right to take Parental Leave was extended to any parents of children up to 18 years of age.
- Basic rate of maternity, paternity, adoption and shared parental pay increased to **£139.58**.
- **Statutory Sick Pay** increased to **£88.45**.
- The maximum compensatory award in an employment tribunal increased to **£78,335**.
- The limit on a 'weeks' pay rose to **£475**.

MAY

- A ban on exclusivity clauses in zero hours contracts came into force.
- A maximum £20,000 per employee penalty came into force for underpaying the national **minimum wage** to an employee.

JULY

- A 2 year limit was placed on backdated claims for unfair deductions from wages claims in respect of unpaid holiday pay.

OCTOBER

- National Minimum Wage rates increased

Aged 21 and over	£6.70
Aged 18 - 20	£5.30
Aged 16 - 17	£3.87
Apprentices	£3.30

For further information please contact

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