



This month A-Z focus - "W" - Website

This month we give you a little handy tip for our website! Have you noticed our News column on the website? Do you know there is a quick and easy way to get alerts for News update? Here we introduce you RSS.



RSS stands for Really Simple Syndication and it enables you to keep updated automatically on websites you like. We currently offer two RSS feeds:

- 1) [News RSS](#)
- 2) [Events RSS](#)

Have a look on our [website](#) if you would like to know how to make use of RSS.

News

[Equality Act 2010 - Statutory codes of practice come into force](#)

[The latest authority to achieve the Charter for Member Development...](#)

[New public sector equality duty guidance](#)

[Latest Events](#)

What's on the horizon?

Abolition of Default Retirement Age Confirmed

The Government launched its consultation regarding the Default Retirement Age (DRA) back in July 2010. The Government's written response has now been published and it was confirmed on 13 January 2011 that the Default Retirement Age (DRA) will be removed. The DRA is to be phased out between 6 April and 1 October 2011. [Read more](#)

Equality Act – Codes of Practice come into force

The Equality and Human Rights Commission produced Codes of Practice on employment; services, public functions and associations; and equal pay. These were prepared in consultation with stakeholders and were laid before Parliament on 12 October 2010. No objections were made and the Government has laid the Commencement Order to bring them into force. This took effect from 26 January 2011. [Read more](#)

Dates to bear in mind

- 1 February 2011 – [Employment tribunal compensation](#) limits increase
- 3 April 2011 – [Additional paternity leave](#) will come into effect in relation to children whose expected week of birth is on or after this date.
- 6 April 2011 – The right to request [flexible working](#) will be extended to parents of children under 18.
- 29 April 2011 – [Additional public holiday](#) to mark the wedding of Prince William and Kate Middleton

Car mileage allowances: VAT increase

VAT increased from 17.5% to 20% with effect from 4 January 2011. The LGE issued a circular to reflect this change in July 2010. The circular sets out the amended rates of VAT per mile in the petrol element. If you have not got a copy, you can download it [here](#).



Case law

Desmond v Nottinghamshire Police

Teacher is unsuccessful in claim against Police for misleading CRB Disclosure

The Court of Appeal has held that the Chief Constable does not owe a duty to an individual to ensure that information contained on a CRB Disclosure is correct albeit the claimant was prevented from securing employment as a teacher. [Read more](#)

Lancaster University v The University and College Union

Employer's failure to consult collectively on redundancies leads to protective award

The university had arrangements in place to consult regarding the expiration of fixed term contracts. The arrangement continued for a period of 12 years with no complaint from the union until a new union official was appointed who immediately realised that the arrangement did not comply with TULR(C)A s.188. [Read more](#)

Abdulla v Birmingham City Council

An out-of-time equal pay claim could raise concerns for employers

The claimants in this case were former employees of Birmingham City Council. Being aware of the equal pay compensation awarded to current council employees, they alleged that they had been paid less than male comparators carrying out equivalent work. As their claim was outside the usual six month equal pay claim time limit, they brought a claim for breach of contract in the High Court instead. [Read more](#)

North and ors v Dumfries and Galloway

Equal pay: test for choosing comparators at different establishments

In this Scottish case, the Court of Session has said that the EAT was wrong to place an extra hurdle in equal pay claims when it said that, for a claimant to rely on a comparator employed at a different establishment, there must be a "real possibility" of the comparator doing the same, or a broadly similar, job at the claimant's place of work.

[Read more](#)

Whitney v Monster Worldwide Ltd

A 'no detriment' guarantee on the replacement of a final salary pension with a money purchase scheme transferred to a subsequent employer during a TUPE transfer

This case highlights a potential risk for employers receiving employees under the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE). [Read more](#)

O'Reilly v British Broadcasting Association and another ET/2200423/10

Age Discrimination

This case has drawn a lot of media attention. The tribunal held that the claimant suffered age discrimination at the hands of the Corporation. [Read more](#)

Consultation

Resolving workplace disputes – public consultation Closing date: 20 April 2011

The Government is consulting on its plans on how the workplace disputes system could be changed to reducing the number of tribunal claims and to speed up claims that do arise. An Employer's Charter has also been introduced to remind businesses of their rights. The consultation document can be found on the Department for Business Innovation & Skills [website](#).

Shared Parental Leave

Nick Clegg, Deputy Prime Minister, has said the Government will consult on a "proper" system of shared parental leave to be introduced in 2015. Watch this space!

Consultation on the review of EU Working Time Directive Closing date: 28 February 2011

The Europe Commission has launched the mandatory second stage of consultation with workers' and employers' representatives at EU level as part of its review of the EU Working Time Directive.

A drafting group at the European Centre of Employers and Enterprises providing Public Services ([CEEP](#)) is preparing a draft response to be discussed at the next Social Affairs Committee meeting on 14 February 2011. The consultation document can be found on [the Commission website](#).