

Arnotes *hr*

A monthly round-up of human resources & employment news – compiled by Arno Consulting

14 February 2016 (Vol. 9, No. 2)

Government, pensions Pensions Minister Steve Webb has confirmed that the introduction of a pensions charge cap will be delayed until at least April 2015. It had been due to be introduced in April 2014.

[BBC](#)

Government, share schemes HM Revenue and Customs has announced that it is to change the way both new and existing employee share schemes are administered, with the introduction of a new self-certification and online filing process.

[Employee Benefits](#)

Government, tax HM Revenue and Customs has announced that it has decided to stagger the start of the in-year late filing and payment penalties under Real-time Information, so as to give employers more time to adapt to the new system.

[HMRC](#)

Government, conciliation The Government has published the regulations detailing how Early Conciliation will work when it is launched on 6 April. Anyone wishing to file an employment tribunal claim will need to notify Acas first, who will try to resolve the dispute without the need for legal action.

[ACAS](#)

[Doyle Clayton](#)

Courts, redundancy In the long-running Woolies redundancy case, the Court of Appeal has referred a point of law to the European Court of Justice, namely whether an employer is obliged to consult whenever he proposes to make 20 or more persons redundant wherever they are employed.

[Pattinson Brewer](#)

Courts, dismissal The Inner Court of the House of Session (the Scottish equivalent of the Court of Appeal in England & Wales) has given clarification on how employers should handle an employee dismissal following an extended period of absence due to ill-health.

[Employee Benefits](#)

Courts, tribunals A mounting backlog of more than 600,000 employment tribunal cases is putting the system under “critical” strain, warns law firm EMW.

[CIPD](#)

Courts, tribunals The High Court has rejected UNISON’s judicial review challenge to the Government’s decision to introduce fees into Employment Tribunals and the Employment Appeal Tribunal. UNISON had argued that fees would bar workers treated unfairly by employers from accessing justice.

[Square One Law](#)

Whistleblowing Prosecutions for white collar crime in the financial services sector are likely to increase in 2014 following an 88% rise in the number of whistleblowing reports received by the Financial Conduct Authority's 'Whistleblowing desk', according to law firm Pinsent Masons.

[HR Review](#)

Unemployment UK unemployment has fallen by 167,000, according to the latest monthly figures from the Office for National Statistics (published on 22 January), reducing the jobless total to 2.32 million and the unemployment rate to 7.1%.

[BBC](#)

Cities Economic recovery is widening the gap between London and other cities in the UK, warns Cities Outlook 2014, with London creating almost 10 times more private sector jobs than the second fastest growing city, Edinburgh.

[Centre for Cities](#)

Flexible working & discrimination Acas has published guidance on two employment law changes coming into force this year – a guide to dealing with flexible working requests once the current statutory framework is removed, and a guide to dealing with questions from employees about discriminatory conduct, once statutory discrimination questionnaires are abolished.

[Law At Work](#)

Pay Thanks largely to a decline in real earnings, average income in 2013-14 is more than 6% lower than it was before the economic crisis began in 2007-08, according to new research by the Institute for Fiscal Studies.

[Institute for Fiscal Studies](#)

Commuting More than 164,000 employees joined a bikes-for-work scheme in 2013, according to figures from the Cycle to Work Alliance. This represents a 16.4% increase from 2012 and the biggest growth in UK employees taking up the tax-efficient benefit since 2010.

[Cycle to Work Alliance \(pdf\)](#)

Retirement A quarter of the people scheduled to retire this year are not ready to stop working, while one in eight have already delayed their retirement, according to Prudential's annual study of retirees.

[IFA Online](#)

Jobs Permanent staff placements continued to increase strongly in January, although the pace of expansion eased from the 45-month high recorded in December, according to the latest REC/KPMG 'Report on Jobs'. Similarly, temp billings rose at a rate only marginally slower than December's 15-year peak.

[REC](#)

Women The only female chairman of a blue-chip British company has urged employers to allow women to take family-friendly career breaks of up to six years.

[Telegraph HR Magazine](#)

Women For the first time in its history there are more women applying for professional and financial services jobs than men, according to Randstad Financial & Professional.

[HR Review](#)

Romance Employers should let office romances blossom, as long as it doesn't distract those involved or others from their work, says employment law specialist Law At Work.

[Relocate Magazine](#)