

Proposed changes to employment law	Launch date
<p>Shared Parental Leave</p> <p>For parents of children born or matched for adoption on or after 5 April 2015</p> <p>Under this new system parents will be able to choose how they share the care of their child during the first year after birth. Mothers will still take at least the initial two week following the birth, following that they can choose to end the maternity leave and the parents can opt to share the remaining leave as flexible parental leave. Also under this new shared parental leave it is proposed to allow the husband, civil partner or partner of the pregnant women the right to unpaid time off to attend up to 2 antenatal appointments.</p>	<p>1 December 2014</p>
<p>Managing sickness absence</p> <p>A health and work assessment and advisory service is to be introduced, offering free occupational health assistance for employees, employers and GPs. The service can provide an occupational health assessment after four weeks of sickness absence. Further information is available from GOV.UK - Fit for Work guidance.</p>	<p>Roll out during 2015</p>
<p>New statutory pay rates</p> <p>Statutory pay for maternity, paternity, adoption and shared parental leave will increase to £139.58 per week.</p> <p>Statutory sick pay (SSP) rate will increase to £88.45 per week.</p>	<p>6 April 2015</p>
<p>Statutory adoption leave and pay</p> <p>The statutory adoption leave will no longer have the 26-week qualifying period, and adoption pay will be brought in line with maternity pay, which will be 90% of normal earning for the first six weeks.</p>	<p>6 April 2015</p>
<p>Parental Leave extended to 18</p> <p>The right to unpaid parental leave will be extended to parents of any child under the age of 18 years.</p>	<p>6 April 2015</p>

<p>Surrogate parents eligible for adoption leave</p> <p>Provided they meet the eligibility criteria parents who have a child through surrogacy will be permitted to take ordinary paternity leave and pay, adoption leave and pay and shared parental leave and pay. Both parents will also be entitled to take unpaid time off to attend two antenatal appointments with the woman carrying the child.</p>	<p>6 April 2015</p>
<p>New limit for redundancy pay</p> <p>The limit for a week's pay when calculating redundancy pay will increase to £475.</p>	<p>6 April 2015</p>
<p>Refusal of right to be accompanied</p> <p>Increase from £928 to £950 (Maximum of 2 weeks' pay)</p>	<p>6 April 2015</p>
<p>Breach of flexible working request process</p> <p>Increased to £3800 (Maximum 8 weeks pay)</p>	<p>6 April 2015</p>
<p>New compensation limits for employment tribunal awards</p> <p>The limit for a week's pay will increase to £475 when calculating compensation for basic unfair dismissal. The maximum compensation amount will increase to £78,335.</p>	<p>6 April 2015</p>
<p>Redundancy</p> <p>Collective consultation failure maximum 90 days' pay</p>	<p>6 April 2015</p>
<p>TUPE</p> <p>Failure to inform/consult maximum 13 weeks' pay</p>	<p>6 April 2015</p>
<p>Written particulars</p> <p>Increased award for faulty written particulars (2-4 weeks' pay) £950-£1900</p>	<p>6 April 2015</p>
<p>All young people to be in education or training until the age of 18 (England)</p>	<p>2015</p>