

Key employment legislation dates for 2010

This is a summary of the key employment legislation dates for 2010:

- Early 2010 (date to be confirmed) – regulations prohibiting trade union blacklisting will come into force, making it unlawful for employers to deny employment to workers who appear on a blacklist
- 1 February 2010 – the maximum unfair dismissal compensatory award will decrease from £66,200 to £65,300 where the effective date of termination of employment occurs on or after 1 February 2010. The maximum daily amount of statutory guarantee payment will also decrease from £21.50 to £21.20 per day
- 4 April 2010 – the standard weekly rates of statutory maternity pay (SMP), statutory paternity pay (SPP) and statutory adoption pay (SAP) will increase from £123.06 to £124.88 per week. However, the weekly rate of statutory sick pay (SSP) will stay the same
- 6 April 2010 – a new statutory right to request time to train will come into force for employers with 250 or more employees. For other employers, it will come into force from April 2011
- 6 April 2010 – new legislation giving fathers the right to take up to six months' additional paternity leave, if the mother returns to work before using her full one year entitlement to maternity leave, will be implemented in relation to parents of babies due on or after 3 April 2011
- April 2010 – GP sick notes will be replaced with a new 'fit note' system of sickness certification
- 1 October 2010 – the national minimum wage (NMW) rates may rise, subject to prevailing economic conditions and the recommendations of the Low Pay Commission, which are due to be delivered to the Government in February 2010. In any event, the main adult rate of the NMW will apply to workers aged 21 and over from 1 October 2010. At the moment, it applies to workers aged 22 and over
- 1 October 2010 – if enacted, most of the provisions of the Equality Act 2010 will come into force, which will combine and streamline existing discrimination legislation
- Throughout 2010 – the new Vetting and Barring Scheme, for people banned from working with vulnerable adults and children, and ISA registration will continue to be rolled out.



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