

Catch up with the Law

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DEFAULT RETIREMENT AGE

- Where does this leave golf clubs?
- Performance/Capability Management
- Performance Appraisal System

Maternity/Paternity Provisions

- The background....
- Previous position
- Father entitled to 10 days paid paternity leave
- Quite often the father took holiday instead of paternity leave.

ADDITIONAL PATERNITY LEAVE

- This came into effect from 3rd April 2011
- It now allows fathers to take up to **26 weeks paternity leave** in the first year of the child's life.
- This effectively allows parents to share the full 52 weeks maternity leave.
- Fathers will only be able to start their APL:
 - 20 or more weeks after the child's birth
 - Once their partner has returned to work.

THE BRIBERY ACT 2011

- The four Key Principles are:
 1. Paying (or offering) a bribe.
 2. Accepting a bribe.
 3. Failing to prevent bribery, also known as the *'corporate offence'*.
 4. *This offence could occur from a range of people including an employee, agent or a consultant!*
 5. Bribing a foreign or public official.

POSSIBLE DEFENCE

- The Club's ability to demonstrate that it had '*adequate policies and procedures*' in place to stop any bribery from occurring.

AGENCY WORKERS REGULATIONS

- Came into force on 1st October 2011.
- These Regulations have come in on the principle of *'equal treatment'* between agency workers and staff
- They do not change the employment status of agency workers.

AGENCY WORKERS REGULATIONS

- The Regulations give agency workers 2 rights:
 1. The right from day 1 to equal access to employment opportunities.
 2. The right after undertaking the same role for **12 continuous weeks** to the **same basic working and employment conditions**.
- Offering **11 week assignments** is going to be seen as anti-avoidance if you then break and re-start their assignment.

PENSION REFORMS

- In 2012 the Government will be implementing pension reforms in order to increase workplace pension provision.
- From October 2012, employers will be required by law to automatically enrol all their eligible employees into a Qualifying Workplace Pension Scheme (QWPS).

PENSION REFORMS

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PENSION REFORMS

- TIMETABLE FOR CLUBS EMPLOYING LESS THAN 50 EMPLOYEES:
- Over 18 dates from 1st August 2014 to 1st February 2016.