

# HR NEWS

Advanced HR Newsletter

Summer Term 2015

## National Minimum Wage To Increase

**National Minimum Wage rates** – will increase from 1 October: the standard adult rate to £6.70, the development rate for those aged 18-20 to £5.30, the young workers rate for those aged 16-17 to £3.87, and the apprentice rate to £3.30.

## Reformation of Teachers' Pension Scheme

The changes will take effect from 1 April 2015, when teachers' pensions will be calculated on a career average basis and normal pension age will be linked to state pension age. They will not apply to all members, because transitional protections are in place for those closest to retirement.

Full information can be found on the Teachers' Pensions website

<https://www.teacherspensions.co.uk/change2015>

## Advanced HR Staff Update

Some of you may not be aware that our colleague Gregg has now moved on.

After a year and a half working with us, with our development and support Gregg has now secured a promotion as HR Adviser at the new Children's Trust; we wish him all the best for the future.

## Support Staff Pay Scales

Support staff pay scales, applicable from April 2015, are attached to this newsletter.

## Contact Us

These are our **new contact details:**

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## Law Updates

### Equality Act

Changes to the Equality Act 2010 to remove the power of **employment tribunals** to issue wider recommendations in successful discrimination cases – expected to be introduced from 1 October.

### Employment Law Updates

Several updates are being made to employment law this year, the following of which are all in effect as of 6 April 2015.

- Statutory pay for maternity, paternity, adoption and shared parental leave will increase to £139.58 per week.
- The statutory sick pay (SSP) rate will increase to £88.45 per week.
- 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.
- The right to unpaid parental leave will be extended to parents of any child under the age of 18 years.
- 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.
- The limit for a week's pay when calculating redundancy pay will increase to £475
- 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.

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