Employment Law Changes - April 2014

Several changes in employment law have taken place in April 2014, summarised below.

**6 April 2014 - Statutory Payment Changes**

Statutory Maternity Pay - now £138.18 per week

Statutory Paternity Pay - now £138.18 per week

Statutory Adoption Pay - now £138.18 per week

Statutory Sick Pay - £87.55 per week

**Early Concilliation**

The new system of Early Conciliation through Acas will come into effect from 6 April 2014, and will be mandatory from 6 May 2014. This requires someone who wants to bring a tribunal claim to contact Acas in the first instance to see if the case can be settled "out of court". While there is no requirement for employers to engage in the Early Conciliation process, as Acas points out in a publicity leaflet, an employer can spend an average of 4 days on employment tribunal proceedings, whereas they can spend less than a day on Acas conciliation. It is also possible for an employer to initiate the Early Conciliation process if the employer thinks an employment tribunal claim could result from a workplace situation.