



ActifHR

Where people matter...

February 2020 Update

Welcome to this month's update - where we discuss the latest guidance and legislation.

In this Edition we report on:

- New Parental Bereavement Leave Regulations
 - Timescales for providing Employment contracts
 - Unreasonable use of the internet
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Parental Bereavement Leave Regulations before Parliament

The Government has put forward new Regulations to Parliament that will allow for the right of parental bereavement leave. These new regulations will introduce the right to paid leave for an employee who suffers a stillbirth after 24 weeks of pregnancy or who loses a child under the age of 18.

Parents will therefore be entitled to two weeks' statutory leave which may be taken as either one block or two separate blocks of a week. This will apply to employees who have a least 26 weeks' service and who meet the minimum earnings criteria.

Statutory parental bereavement pay, will be paid at the same rate as statutory paternity pay, or 90% of weekly earnings if lower.

This new right will come into effect from 6 April 2020

Tel: 01327 317537

M: 07947567661

E: caroline.robertson@actifhr.co.uk/info@actifhr.co.uk

ActifHR Ltd, Innovation Centre, Silverstone Park. NN12 8GX

Employers: this is a welcome provision to support parents in such circumstances

Contact us: we can help with updating your Company policies

Timescales for providing Employment contracts

Within the first two months of work, employers must give an employee an employment contract under the Employment Rights Act

A new legislation will come into effect on the 6 April 2020 which will change the timescale for which employers provide a statement of employment to employees. After this date, employers are required to provide a new contract of employment by no later than the first day of employment.

Therefore, employers should be prepared in advance and gather the necessary documentation so that it is ready on the first day of employment

Employers: having a good induction process is vital in ensuring the right start for a new employee

Contact us: we can assist with employment documents and induction

Unreasonable use of the internet

Was an employee unfairly dismissed for browsing excessively on the internet at work?

The Employment Appeal Tribunal (EAT) found that in the recent case of *Hall v Weightmans*, she was not.

A facilities assistant, who had worked for nearly 15 years, was dismissed for excessive internet browsing at work. After investigating, it was found that her level of non-business-related internet use was unreasonable and substantial. This included internet shopping.

Her claim of unfair dismissal was dismissed by the tribunal, stating the employer followed the dismissal procedures and investigation properly. The EAT agreed with the tribunal.

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This is a constant problem with employees using the internet for unreasonable personal use during working hours.

Employers: Have good policies in place and make sure you follow the procedures

Contact us: we can assist with investigations and disciplinarys



Caroline has a wealth of experience supporting business clients with practical hands on HR and Employment Law advice. Caroline's pragmatic approach helps businesses of all sizes deal with complex HR situations. She qualified as a Solicitor in 1999 and now acts as a specialist Human Resource / employment Law Consultant to business.

Caroline Robertson, CEO



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