



QualitySolicitors
Burroughs Day

Do I really need to know this?

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Partner

Social care specialists

- Challenging CQC inspections and enforcement
- Negotiations and disputes with local authorities
- Recovery of care fees
- Safeguarding
- Mental capacity and Court of Protection
- Employment law
- Business sales and acquisitions
- Commercial property, leases and tenancies

Summary

- Data protection changes
- Gender Pay Gap reporting
- New statutory rates
- Some ET related news

Data Protection is changing...

- General Data Protection Regulations 2016:
 - Consent to processing
 - Right to be forgotten
 - Data subject access requests
 - Strict breach notification rules
 - Penalties

Things to think about

- Is that information we hold about staff (and service users) accurate?
- Do we have a written process for checking and amending data?
- Do we have a written process for destroying data?
- Is it necessary to hold the personal data currently in our possession?
- Is information held securely?
- Do we have written risk assessments re data security?
- Have staff had data protection training?



Gender Pay Gap reporting

- What is it?
- What information needs to be published?
- Where does it have to be published?
- Why does it matter?

New statutory rates

- Wage rates from 1 April 2017:
 - 25+ (NLW) = £7.50
 - 21 - 24 = £7.05
 - 18 - 20 = £5.60
 - 16 -17 = £4.05
 - Apprentices = £3.50
 - Accommodation offset = £6.40 a day
- From 2 April - maternity, paternity, adoption pay = £140.98 p/w
- From 6 April – SSP rising to £89.35 p/w

And finally...

- Tribunal fees – will they disappear?
- New MoJ website of Tribunal decisions
- Number of sick days going down?!?



Absolute Employment Protection Service

- Unlimited telephone helpline
- Reviewing and drafting letters to staff
- Insurance to cover the risk of Tribunal claims
- Why use us?
 - Practical and commercial advice
 - Qualified and experienced solicitors
 - Social care specialists
- Cover even if less than a 51% chance of successfully defending a claim
- Free review/update of employment contracts and policies



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QUESTIONS



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Thank you for listening

For a free initial consultation please contact

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