



NEWS RELEASE

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NEW EMPLOYMENT LEGISLATION WILL HIT LOCAL FIRMS

15 new amendments to regulations hit statute book this
week

North Hampshire Enterprise is calling for a moratorium on employment law changes in the week that no less than 15 separate amendments to employment law regulations come into force. Although some changes are relatively minor, new rules on the statutory right for training, new paternity leave rights and the so called 'fit notes' that doctors will now be producing for employees are likely to impact significantly on local businesses. Its not just complying with the new regulations, its getting to grips with them all and understanding their impact.

North Hampshire Enterprise Deputy Chief Executive Gill Edinburgh said 'At a time when businesses are hoping that we are coming out of recession, but confidence is still exceptionally fragile, the last thing North Hampshire businesses need is a raft of new legislation to deal with. We alongside the British Chambers of Commerce are calling for a three year moratorium on the introduction of new legislation to give businesses a chance to concentrate on growth and recovery'.

Employers who have over 250 employees now face the responsibility for dealing with employees' new statutory right to study or train, and all businesses will have to understand how to deal with 'fit notes' which replace the current sick notes. The new forms allow GPs the right to suggest an adjustment to an employee's job or workplace to allow them to return to work. 'And the challenge with any new legislation is of course its real impact is never seen until case law starts to frame the detail of how the law will be implemented' Gill continued.



North Hampshire Enterprise offers local businesses support and guidance on all employment issues. Call 0845 67 888 67 for more information.

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Notes to Editors:

1. North Hampshire Enterprise is the chamber of commerce for the Basingstoke and Deane, Hart, Rushmoor, Winchester and Test Valley areas. Accredited by the British Chambers of Commerce it exists to help Hampshire businesses prosper and develop by providing expert business help and advice. As a membership organisation it is owned by and accountable to the local business community. Visit www.northhampshireenterprise.co.uk
2. **Personnel Today reports on the new legislation –**
<http://www.personneltoday.com/articles/2010/03/31/55083/april-2010-employment-law-changes-seven-things-employers-need-to-know.html>