

Welcome to Stephensons' quarterly employment newsletter where you can find the latest employment law news for HR professionals and business owners to ensure you are up-to-date and compliant with the law. This issue includes:

[Employment update for 2018](#)

[What can you do if your commute is cancelled?](#)

[Our employment law experts in the press](#)

[Discount on Wills for you and your employees](#)

If you require further information about any of our employment and HR services please visit [our website](#), [email us](#) or call 0333 344 4771.

Employment law update 2018



There has been a series of updates regarding the amounts to which employees are entitled from their employers.

The key changes have seen an increase in minimum wages and family friendly payments. [Read more about these changes here.](#)

There have also been changes to various aspects of compensation limits for employment tribunals including discrimination cases. [Read more about these changes here.](#)

What can you do if your commute is cancelled?



Monday 21st May saw rail passengers across the country hit with widespread disruption after new timetables were introduced.

Hundreds of commuters took to social media to express their anger and frustration with many fearing that this latest round of rail disruption could lead to being reprimanded or even sacked by their employer.

Phil Richardson, partner and head of employment law, said: "Ultimately, employers do not have to pay those employees who cannot make it into work because of transport problems. This includes cancellations to train services or industrial action.

“However, the majority of workplaces will be keen to keep businesses running as smoothly as possible and should show some understanding where their employees are left stranded. This should be particularly true of firms in large cities – such as London – where workers may not have access to other forms of transport, such as a car.

“Some employers may allow employees to work from home. Where this is possible, employees should be aware that businesses may have policies in place which allow them to monitor the output of staff working from home, to ensure that productivity is not affected.

"Otherwise, employers may allow their staff to make up their hours later or use accrued holidays."

Our specialist [HR and employment team](#) offer two HR packages to help businesses stay compliant with the law. For an annual fee our solicitors can review and update your policies and procedures as well as other HR documentation such as employee handbooks and contracts of employment. Please visit our website for more information about our [HR Assist](#) and [Workplace Plus](#) packages. If you would like to speak to a member of our employment team about signing up to either of these packages please [email us](#) - leaving your contact details, or call us on 0333 344 4771.

In the press...



Why do we still have unpaid interns?

Employment law solicitor, [Stephen Woodhouse](#) commented on the employment status of interns in [this article](#) by [People Management](#).



Can employers inform other about misconduct?

In [this article](#) by [Personnel Today](#) senior associate solicitor, [Martha McKinley](#) highlights the issues surrounding providing staff with references, particularly for those with potentially damaging allegations on their records.



Five things buried in the Good Work plan consultations

In [this article](#) by [Personnel Today](#), [Phil Richardson](#), head of employment law, discusses how new employment law legislation must address issues concerning the gig economy as it is now and take into consideration how it may be in the future

5% off Wills for you and your employees

In businesses cash flow, customer satisfaction and business development probably top the list of priorities. However, it is important to plan for the long term future of your business. Life is unpredictable and it is worth thinking about what would happen to your business if something were to happen to you. As we approach the summer months it is important to have your affairs in order before taking that well-earned summer holiday.

The death of a business owner can have a major impact on the future of a company. Lifetime succession planning can be crucial to ensure that any surviving partners can effectively carry on with the business in the event of your death, therefore, outlining what you wish to happen to your business or your share in a business is an important factor to think about when making or changing your Will.

If you or your staff would like us to visit your offices to discuss making a will, having a lasting power of attorney or estate planning in general please call us on 0333 344 4771 or [email us](#), leaving your contact details, and we will be in touch with you as soon as possible.

We are offering a 5% discount until the 1st of September 2018 for all employees of your company.



If you would like any further information about our services please get in touch with a member of our team by calling [0333 344 4771](tel:03333444771) send us an [email](#) or message us on [Facebook](#) or [Twitter](#).

Thanks for keeping in touch, we hope you will keep us in mind for all your legal needs,

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