

### Busy Legal Year Ahead

2011 is destined to see a number of landmark changes to employment law, in particular the abolition of the default retirement age and the introduction of the Agency Workers Regulations.

New tribunal compensation limits are due in February, raising the limit on a week's pay for unfair dismissal and redundancy by £20 to £400 per week. The maximum compensatory award for unfair dismissal will also rise to £68,400.

April will see new parental leave arrangements. Changes will mean that if a mother returns to work without taking a full year's maternity leave the father will be able to take the remaining time, up to a maximum of six months. Rises in



statutory sick pay, maternity, paternity and adoption pay will come into force from 3rd April and parents of children under 18 will be granted the right to request flexible working.

Also from April, the Equality Act will create a public sector equality duty that will include race, gender and disability but will be extended to cover age, sexual orientation, religion or belief, pregnancy, maternity and gender reassignment.

Provisions relating to the removal of the default retirement age will take effect from 6th April. After then, employers will have to rely on a fair dismissal procedure e.g. conduct, capability or redundancy. From October 1st, the default retirement age will be abolished.

Employers need to prepare for the introduction of the Agency Workers Regulations 2010, scheduled for the beginning of October. It bestows upon agency workers the right to equal treatment in basic employment conditions (inc. pay and holidays) after 12 weeks in a given job. The impact of the AWR could be significant in terms of additional costs to employers and guidance is due to be issued in the spring.

With thanks to [workplacelaw.net](http://workplacelaw.net)

### Charity Challenge Gears Up For Cumbria Way

Preparations are well in hand for Catch 22's 8th Charity Challenge over the bank holiday weekend 29th April to 2nd May 2011 along the 72 miles from Ulverston to Carlisle in the beautiful Lake District.

The serious walkers will be tackling the full distance but we have a shorter 28 mile challenge, with guides, between Coniston and Keswick for those who would also like to support our charities - Breast Cancer Campaign, Scope and The Lord's Taverners.

The Challenge party will be based in Keswick in a variety of accommodation, handy for the essential social side of the proceedings.

Further details, including where to stay,



sponsorship information and essential guidance for tackling the Challenge, are now available by contacting Vince or Don on 020 7821 1134. Walkers of all ages and abilities are welcome.

# Providing Quality People

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## Need AWR Advice?

If you are a regular user of agency workers then you need to be aware of the arrival of the Agency Workers Regulations in October. These new regulations introduce the right to equal treatment in terms of pay, holiday entitlement and a number of other issues.

Don't get caught out unprepared, Catch 22 can supply the help and advice you need to minimize the impact of the AWR. If you don't have the in-house HR expertise, why not give us a call for a session of practical and impartial advice? Whether you're currently a client or just need a helping hand, please call either Simon Aspinall (0113 242 8055) or Don Searle (020 7821 1134).

## Need Help Fast?



Your disaster recovery plan is incomplete without a reliable supplier of temporary labour! Catch 22 has been supplying quality staff at short notice since 1982 and we are here should the unthinkable happen to your premises. Peace of mind comes as standard when you choose Catch 22, so keep our number handy!

## Catch 22 Sponsors Salary Survey for FM World

# FM World

# BIFM™

ADVANCING OUR PROFESSION

Catch 22 is proud to announce that it will be sponsoring the FM World 2011 Salary Survey. This is the industry's most comprehensive survey of its type and an important source of reference for

all working in Facilities Management. The survey will be published in January and distributed to all BIFM members.

Catch 22 has also sponsored the 2011 FM World wallplanner - a must for every busy FM's office. If you haven't received a copy yet, please give us a call and we will drop one in the post to you free of charge.

## Don't Miss The Quiz of The Year!



**Has your team got what it takes to beat our reigning champions Meditor?**

Tuesday 1st March is the date for the eagerly anticipated 12th Catch 22 Charity Pub Quiz, one of the most enjoyable nights of the year. The City Pipe in Foster Lane, near St Pauls, is once again the venue for what is always a keenly fought contest.

Two-time winners Meditor will be back to defend their title and hope to become the first team to win three on the spin but they certainly won't have it all their

own way. Tables are going fast so if you would like to enter a team, please contact Don Searle on 020 7821 1134 or don@c22.co.uk as soon as possible. Teams are for up to eight people. Entry fees include supper and limited free bar plus all the fun of the Quiz, of course!

The Quiz has been raising valuable funds for Scope, Breast Cancer Campaign and The Lord's Taverners since 2000.