

BRIEFINGS

13 December 2007

Employment Law Watch

Abolition of the Statutory Dismissal and Grievance Procedures

We reported recently, on the government's decision to repeal the Statutory Dismissal and Grievance Procedures in the Employment Act 2002. The Employment Bill proposing the abolition of the Statutory Dismissal and Grievance Procedures has now been published.

The procedures will be replaced by Codes of Practice issued by the Secretary of State. The mandatory uplift in compensation for failing to comply with the procedures will be replaced with Tribunals having discretion to increase awards of compensation by up to 25% if the employer unreasonably fails to comply with the relevant Code of Practice.

It is not known what the Codes will require as they have not yet been published, but it is likely that they will reflect the current ACAS Codes of Practice.

Abolition of procedures is unlikely to take place before April 2009. You should therefore make sure that you continue to follow the statutory dismissal and grievance procedures for the time being.

If you have any queries, please contact Sandeep Pahal on 0116 257 6193 or email sandeep.pahal@harveyingram.com

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