



Six-month calendar

2018

Employment developments

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This calendar is for general guidance only and does not contain definitive advice.

January

- 03** Rules on MiFID II and Regulation MiFIR apply to relevant investment firms including stricter remuneration rules and a requirement to have appropriate whistleblowing procedures for related breaches
- 17** Criminal record checks for England and Wales (basic disclosures) should now be made directly to the Disclosure and Barring Services and not to DBS Scotland, using their new online service
- 31** Anti-money laundering regulations' main registration deadline: affects pension schemes and employee share ownership trusts; no penalties provided trusts comply by 5 March 2018

February

- 08** GDPR preparation should be well underway for the new regime, including reviewing whether existing consents will be valid, and if not, whether an alternative basis for processing should be found

March

- 08** International Women's Day

April

- Stress Awareness Month
- 01** National Living Wage hourly rate (for workers aged 25 and over) increases to GBP7.83 from GBP7.50
- 04** – Gender pay gap publication deadline, based on the snapshot date of 5 April 2017
 - Gender mean and median bonus gap: 12-month calculation period ends
- 05** Gender pay gap reporting second snapshot date

- 06** – Changes to tax treatment of termination payments introduced
 - Statutory maternity pay, statutory adoption pay, statutory paternity pay and statutory shared parental pay prescribed weekly rates increase to GBP145.18 from GBP140.98
 - Statutory sick pay weekly rate increases to GBP92.05 from GBP89.35
 - Maximum limit on a week's pay for calculating statutory redundancy pay/unfair dismissal basic award set to increase from GBP489; maximum statutory redundancy payment/basic award set to increase from GBP14,670 (new rates to be confirmed)
 - Statutory cap on unfair dismissal compensation set to increase from GBP80,541 (new rate to be confirmed)
 - Registered occupational and personal pension schemes: lifetime allowance increases to GBP1,030,000
 - Pension auto-enrolment: minimum contributions increase to 2% by employer, 5% aggregate, based on qualifying earnings (alternative tests are available)
 - For 2018/19, the earnings trigger will remain at GBP10,000 and the qualifying earnings band will be between GBP6,032 to GBP46,350 – these thresholds determine eligibility/contributions for pensions auto-enrolment
 - Walk to Work Day

- 14** Mental Health Awareness Week begins

May

- 11** National Carers Week begins
- 25** General Data Protection Regulation comes into force: employers will need to rethink the collection and management of employee personal data

June

- Final Corporate Governance Code for listed companies expected; will include new rules to strengthen engagement with employees, broaden the remuneration committee's role and to increase transparency over negative remuneration votes
- 14** FIFA World Cup kicks off in Russia
- 22** Bring your Dog to Work Day

