

COLWICH PARISH COUNCIL



STAFF HANDBOOK

Employment Legislation Guide

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Parish Centre, St. Mary's Road, Little Haywood, Staffordshire, ST18 0TX
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Employment Legislation Guide – PD109

Revision history

This document was originally written by:

Name	Position	Date
Michael Lennon	Clerk	January 2017

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Revision History

Version	Issue Date	Document ID	Reason for Change	Section(s) Changed
1	January 2017	PD109-01	Initial Issue	NA
2	09/2018	PD109-02	New Chairman	



1 LEGISLATION

- 1.1 Various pieces of legislation govern the relationship between employers and employees.
- 1.2 The Council's employment policies are based on the following legislation. This list is not exhaustive and will be reviewed at least annually, or sooner when new legislation is introduced.
- 1.3 The **Employment Relations Act 1999**: gives effect to many of the measures relating to "Fairness at Work", including family-friendly rights, rights for workers to be accompanied at disciplinary and grievance hearings, part-time workers rights, enhanced trade union provisions.
- 1.4 **Employment Rights Act 1996**: this brings together many of the individual employment rights found amongst a number of different statutes. It repeals in their entirety the Employment Protection (Consolidation) Act 1978 and the Wages Act 1986. It requires employers to provide employees with information about their rights and entitlements and to treat them fairly.
- 1.5 The **Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000**: provides a number of new rights to ensure that part-time workers receive no less favourable treatment than full-time workers as regards the terms of his or her contract.
- 1.6 The **Working Time Regulations 1998**: sets out minimum conditions relating to weekly working time, rest entitlements, annual leave and special provisions for working hours and health assessment in relation to night workers.
- 1.7 The **Employment Act 2002**: Sets out changes to maternity, adoption and paternity leave, together with right to ask for flexible working. All in force with effect from 6 April 2003.
- 1.8 **Disability Discrimination Act 2005**: Places a duty on public bodies to promote equality of opportunity for disabled people. The Disability Equality Duty will come into force on 5 December 2006.
- 1.9 **Employment Equality (Age) Regulations 2006**: Seek to make it unlawful to discriminate against workers because of their age, in relations to all employment matters, including recruitment training and redundancies.
- 1.10 **Employment Equality (Religion or Belief) Regulations 2003**: Makes it unlawful to discriminate against workers because of a religion or similar belief in all facets of employment. Religion or belief is defined as being any religion, religious belief or similar philosophical or political belief unless it is similar to religious belief.
- 1.11 **Employment Equality Regulations 2003 (Sexual Orientation)**: Makes it unlawful to discriminate against workers because of the sexual orientation in relation to all employment and vocational training including recruitment, terms and conditions, promotions, transfers, dismissals and training.



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1.12 The Equal Pay Act 1970: Makes it unlawful to discriminate between men and women in terms of their pay and conditions, where they are doing the same or similar work; work related as equivalent or work of equal value.

SIGNED

COUNCILLOR ADAM BILLINGSLEY,
PARISH COUNCIL CHAIRMAN