

Bulletin 172

June 2010

## EMPLOYMENT LAW: THE IMPACT OF THE COALITION GOVERNMENT

The coalition government has outlined its plans to review employment and workplace laws in order to “maximise flexibility...while protecting fairness and providing the competitive environment required for enterprise to thrive” in its document “*The Coalition: our programme for government*”.

The coalition government’s key commitments that will have an impact on employment law are to:

- Promote equal pay and take a range of measures to end discrimination in the workplace
- Phase out the default retirement age
- Extend the right to request flexible working to all employees
- Introduce flexible parental leave as part of its aim to promote “shared parenting”
- Support the national minimum wage
- Work to limit the application of the Working Time Directive
- Introduce new protections for whistleblowers in the public sector
- Raise the income tax personal allowance to £10,000
- Make changes to the proposed 1% increase in National Insurance Contributions
- Introduce an annual limit on the number of non-EU economic migrants.

No mention has been made of the Equality Act in the government’s programme. The Equality Act could prove to be a source of tension between the coalition partners as the Liberal Democrats have previously stated that they wanted the Act to go further while the Conservatives had said that they would review the way in which the Act was brought into effect and may even make changes to the Act itself.

We will keep you updated as and when more details of the commitments become available.

If you require any specific advice in connection with the material contained in this bulletin, or on any other Employment Law issues, please contact: Paul Chamberlain in Manchester on 0161 836 8864, Andrew Cross in Liverpool on 0151 600 3062 or Kevin James in Preston on 01772 229847.

If you no longer wish to receive the bulletin please let us know by return e-mail to [helen.calvert@brabnerscs.com](mailto:helen.calvert@brabnerscs.com)

This bulletin is for general guidance purposes only and should not be used for any other purpose.

Brabners Chaffe Street is a Limited Liability Partnership



### LIVERPOOL

Horton House, Exchange Flags, Liverpool L2 3YL  
0151 600 3000

### MANCHESTER

55 King Street, Manchester M2 4LQ  
0161 836 8800

### PRESTON

7-8 Chapel Street, Preston PR1 8AN  
01772 823921