



Finn Gledhill
SOLICITORS

Fact file

Possible changes to sick pay rules

Government proposals to scrap the 'three waiting days' rule before employees are entitled to Statutory Sick Pay (SSP) could increase the number of sick days taken by people who are not genuinely unwell.

Businesses are currently not required to pay SSP until the fourth consecutive day of an employee's absence. However, under proposals in the Welfare Reform Green paper, the three-day waiting rule would be scrapped and employers would have to pay SSP from the first day of absence.

The British Chambers of Commerce (BCC) argued that scrapping the three-day rule ran counter to the Government's aim to simplify absence management for businesses.

The BCC warned that removing the three-day rule would increase costs for small firms which do not already compensate employees from their first day of absence through occupational sick pay schemes.

Fire Safety Law

New fire safety rules affecting all non-domestic premises in England and Wales come into force on 1 October 2006. The new law will:

- Emphasise preventing fires and reducing risk
- Make it your responsibility to ensure the safety of everyone who uses your premises and in the immediate vicinity
- Do away with the need for fire certificates.

More money or better hours?

More than a third of British workers would be prepared to exchange a salary increase for greater flexible working options, according to a survey by YouGov for BT Business.

Over 37% of men and 34% of women would be willing to give up part of their next pay rise if they could work from home.

Business owners also believe flexible working policies have a positive impact on organisations. 65% cited staff motivation and 50% said increased productivity were associated with home working.