

Employment Update - Spring 2015 from your Synod Employment Adviser

To: Ministers, Church Secretaries and Treasurers - please share this newsletter with those members of your church who are involved in employment matters.

Auto-Enrolment/Workplace Pensions

The law on workplace pensions has changed. Every employer with at least one employee now has new duties, including putting those who meet certain criteria into a workplace pension scheme and contributing towards it. This is called automatic enrolment. It's called this because it's automatic for your employees – they don't have to do anything to be enrolled into your pension scheme. But it's not automatic for you. You need to take steps to make sure they're enrolled. For further information on what to do and when to do it, please refer to www.thepensionsregulator.gov.uk/automatic-enrolment.aspx as a matter of priority.

Shared Parental Leave

There have been some key changes to family friendly rights from 5th April, the most widely-publicised of which is the introduction of Shared Parental Leave, but there are a number of others worth checking up on. Information can be found at <https://www.gov.uk/shared-parental-leave-and-pay-employer-guide> where you can find links to the other areas.

Fit for Work Service

The Fit for Work service was launched by the Government in December 2014 with the intention of rolling it out across the country by May 2015. It is intended to help employees back to work more quickly after sick absence and to minimise the disruption for employers when employees are off sick unnecessarily. Information for employers can be found on this link:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/400128/fitnote-employers-line_managers-jan-2015.pdf

Employment Section on Wessex Synod Website

Please note that there is some information available on the Synod website at http://www.urcwessex.org.uk/?page_id=90 under the sections headed 'Employment' and 'Employment Downloads' and I have recently updated these to contain current versions of various documents and policies relating to the employment cycle, as well as an Employment Guide for Churches. Those involved in planning for, recruiting and line managing/supervising employees are strongly advised to visit these sections of the website and look over the new information, as well as to check regularly for updates and additions.

Please do not hesitate to contact me, Penny Thatcher on 07910 601751 or at employment@urcwessex.org.uk if you have any queries on employment matters, whether general or specific.

If you have any feedback or suggestions for future news updates, please let me know.