

Employment Law in 2010: What are your concerns? The result

What are your top 3 employment law concerns for 2010?
(Please mark only three options, ranked with 1 being your greatest concern)

	1	2	3	n/a	Number of Respondents
The impact of the proposed changes to the national retirement age	38% (24)	20% (13)	34% (22)	6% (4)	63
The most effective way of restructuring a business	47% (24)	31% (16)	21% (11)	0% (0)	51
How to put into practice an effective performance management process	36% (27)	45% (33)	16% (12)	1% (1)	73
How to deal with persistent sickness absence including stress related absence	24% (19)	36% (29)	36% (29)	2% (2)	79
Protecting the business when key staff move in terms of restrictive covenants and confidentiality	21% (7)	30% (10)	39% (13)	9% (3)	33
Employee status and risks with contractors and consultants	27% (11)	27% (11)	32% (13)	12% (5)	40
Harmonisation of terms post TUPE transfers or merger/acquisitions	27% (11)	32% (13)	30% (12)	10% (4)	40
Fraud or criminal activities in the workplace	0% (0)	23% (3)	69% (9)	7% (1)	13
Flexible working and mobility of staff	25% (9)	27% (10)	41% (15)	5% (2)	36
Controlling an employee's activities outside work when this impacts the employer	0% (0)	31% (5)	50% (8)	18% (3)	16

If your greatest concern is not listed, please provide details:

1. Impact of Points-based Immigration Scheme on Educational Establishments
2. Varying terms and conditions of employment
3. The effect the recession will have on the charity
4. fair and equitable pay within a performance led system
5. 3rd: changes to maternity / paternity leave & pay
6. Impact and planning for agency workers regs
7. the new equality bill
8. 1. The growing proliferation of 'family friendly' employment policies, promoted by all political parties and likely to be vote winners, but which continue to put impediments, costly administration and further cost onto employers. 2. Default retirement age: there must be one but it should be 70 not 65. 3. Disability Discrimination; there continues to be a lack of clarity among employers about their responsibilities towards applicants and employees with or acquiring disabilities.
9. Agency workers regulations
10. Fit Notes/The Equality Bill
11. changing bonus terms
12. We are an age-weighted organisation with senior staff all coming to retirement age at the same time. Managing this transition and planning for it is proving difficult.
13. Equal Pay
14. Rights of agency workers
15. TUPE out as well as in.
16. The impact of the Agency Workers Regulations on Recruitment Businesses
17. Impact of fulfilling the legal duty to refer employees to the Independent Safeguarding Authority - vetting & barring - as employees so referred may be barred and unable to work in their chosen field - complicated by the recent case of G v X School
18. Agency Directive
19. Staff attitudes that were not addressed years ago
20. As we are in the market purchasing companies the issue of restructure and TUPE are high on our agenda
21. how to introduce mediation into disciplinary / grievance cases

More information

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