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The Employment Tribunal has issued its annual update to the Vento guidelines, which are used by Employment Tribunals to calculate Injury to feelings in unlawful discrimination cases.

Vento Guidelines

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When calculating holiday pay, the reference period will be extended to 52 weeks rather than the current 12 weeks and this change will be implemented on 6th April 2020.

Holiday Pay Reference Period to Increase

Under the Equality Act, employers are allowed to take positive action by preferring a candidate from a protected minority where it considers that group to be under-represented, if they have two or more candidates of equal merit.

When positive action is not so positive

The issue of whether employees who were on-call were working on “time work” was recently considered by the Employment Appeal Tribunal (EAT) in the case of Frudd v Partington Group.

National Minimum Wage

Debt Recovery

Employment Law

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