



## Employment & Benefits News

### April Shower - a quick guide to what is new for April (and what is now not happening this April)

There are many changes afoot in the Employment Law arena, most notably, fathers will be able to take part of their partners' maternity leave, agency workers will soon be protected from less favourable treatment and then there is the impact of the Budget...

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### Domesticated Dads: a quick guide to increased Paternity Leave



So, who is eligible for additional paternity leave?  
When must it be taken?  
What are the notice requirements?

[Click here](#) to find out more about Paternity Leave.

### Talking 'bout a revolution...?

As part of the Government's stated aim to lighten the burden of regulation and reduce costs to businesses of compliance it has launched a consultation on reforming the Employment Tribunal system. What changes are proposed?

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### Looking Ahead: agency workers and equal treatment



The Guidance for the Agency Workers Regulations 2010 has just been published by the Department for Business Innovation & Skills and the Regulations are due to come into force on 1 October 2011. These will mean that agency workers are not to be treated less favourably than if they had been recruited directly by the hirer. The terms that need to be considered include remuneration, paid holiday, working hours, overtime, maternity and anti-discrimination provisions and perhaps even pension contributions.

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### Case Update: are animal rights activists' "beliefs" capable of protection?

The introduction of the Employment Equality (Religion or Belief) Regulations 2003, as well as subsequent commentary and Employment Tribunal decisions, have forced us to consider religious and philosophical concepts far wider than our understanding of traditional religions.

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