

Employment E-Brief No 85

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INFORMATION AND CONSULTATION - FORMALISATION OF EMPLOYEE CONSULTATION

The Information and Consultation Regulations come into force on 6th April 2005. Under the Regulations, employee representatives will have the right to be informed about the employers' economic situation and consulted about employment prospects and decisions likely to lead to changes in work organisation or contractual relations.

From 6th April 2005, consultation will be required before key decisions effecting 'the situation, structure and probable development' within the business or lead to 'substantive changes in work organisation or in contractual relations'.

Discussions will be needed between employee representatives and the level of management appropriate to conduct the consultation. Reasonable responses will need to be provided to employee proposals.

Initially the Regulations will only affect businesses with over 150 employees. They will be extended to those business with more than 100 employees from 6th April 2007 and to those with more than 50 on 6th April 2008.

Businesses of the appropriate sizes ought to be making sure they have a proper understanding of the Regulations well in advance of the April implementation date.

ACAS has in fact published a electronic learning guide on the new laws. It can be accessed free on ACAS' website, although you will need to register first.

www.acas.org.uk/elearning/

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