

TORQUELAW



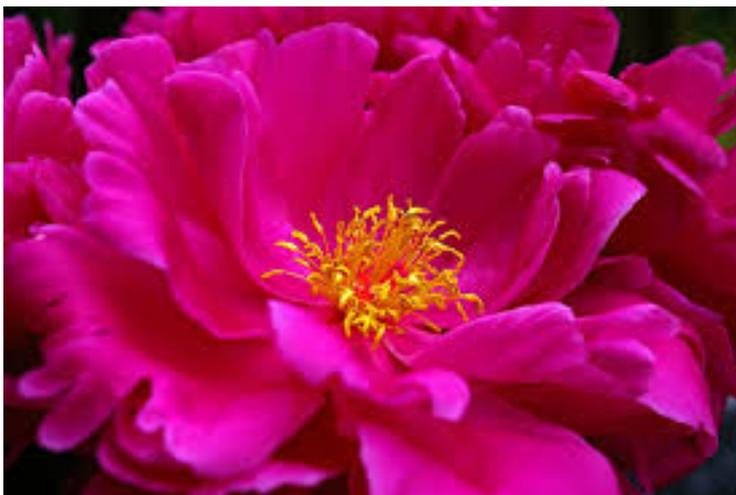
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LAW TORQUE

Your monthly newsletter

Spring budget 2017: What this means for employment law

The Chancellor, Philip Hammond, delivered his first Spring Budget and his message was the UK is benefitting from strong growth, record employment and a reducing deficit. He has since done a U turn on NI contributions for the self-employed, but let's look at how the other budget changes will affect employers:



- Class 2 NICs abolished which will result in the lowest paid self-employed earner's seeing a drop in their NICs.
- From April 2018, the tax free dividend allowance available will be reduced from £5,000 to £2,000. This will close the gap even further where services are offered through PSC's.
- The Chancellor announced a £5m fund to increase the number of 'returnships'. The majority of these schemes will benefit women returning to work after a career

British Gas v Lock: Supreme Court ends British Gas holiday pay challenge

Thousands of working people, whose wages include an element of commission, will benefit from the Supreme Court decision to refuse British Gas the right to appeal in the Joe Lock holiday pay case. The case has now been referred back to the Employment Tribunal for them to reach a decision based on the specific facts of Mr Lock's case

[READ MORE](#)



Another tricky area relating to holiday pay arises when calculating what is due to part timers. If you are unclear on this, please click [here](#) to see our handy Fact Sheet on the topic.

Presentations for employers

We had an enjoyable day in Scarborough providing

- break.
- Today (20 March), consultations and calls for evidence will be launched on the taxation of benefits in kind, accommodation benefits and employee expenses.
 - Finally, there will be additional funding for technical education. There will be 15 routes of 'T-Level' that will replace 13,000 qualifications for 16-19 year olds and the number of hours training will increase by over 50% to 900 hours. They will also be supplemented by a high quality 3 month placement.

a CIPD update with our hosts at Castle HR. It's always lovely to get great feedback! Our presentation was "relevant, interesting and well pitched"! Thank you everyone that supported us at this event and to Castle HR for running the event so well.

Our next event is on 28 March 2017 (4 to 6 pm) on "what to do if a key employee walks", if you would like to book a place, please click [here](#).

If you would like to see future events we will be running, or to book a place, please visit our website at torquelaw.co.uk.

If you are concerned by how any of the above will affect your business, we are happy to help. Please email us on info@torquelaw.co.uk or call 01904 520160.

What we're Torquing about



We recently tweeted on a beer company giving it's staff a week's paid 'Pawternity' leave. Love this initiative!

[MORE INFO](#)



Apprenticeship Levy - are you ready? It's the ideal time to get your house in order before the start of the apprenticeship levy.

[MORE INFO](#)

What we're Tweeting about



Want to manage staff mental health and well-being better in your workplace? Join us & York Mind for a masterclass



9:50am - 24 feb 2017



New rates and compensation limits effective 6/4/17 now out [#HR](#)



2:32am - 23 feb 2017



[Find out about all our events coming up here!](#)

WE'D LOVE TO HAVE A CHAT ABOUT HOW WE CAN WORK WITH YOU.

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