



TORQUELAW

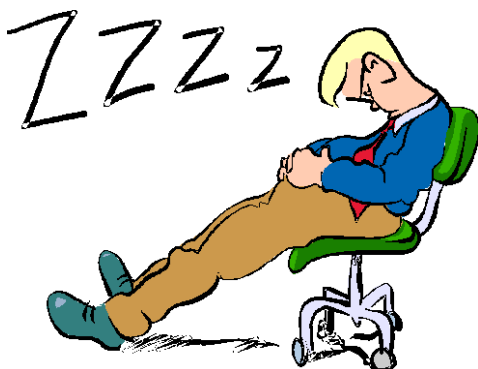
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LAW TORQUE

Your monthly newsletter

Don't get caught out napping!

Are you paying workers who sleep at work correctly?



If you employ staff to be 'on call' or have drivers who travel overnight, then you need to have regard to two recent developments which could potentially change the way you calculate their pay. Get it wrong and it could result in potential civil and/or criminal penalties.

On-call staff

Recent EAT guidance has confirmed that multiple factors must be taken into account when deciding whether someone is working, and therefore entitled to be

Quick dismissals

When is it right to throw the rule book out of the window?

You may have never thought you'd hear the time that a lawyer told you to ignore the rules ... but the team at Torque Law believe that, sometimes, it's absolutely the right thing to do.

We're talking about situations where keeping an individual employed whilst you go through a formal and protracted process, like performance management or redundancy consultation may not be in the best interests of the business.

We advise employer clients to find the right balance between following a strict legal process and considering alternative routes. By having the right sort of discussion with employees, businesses are often able to reach a speedier conclusion, minimise management time and business disruption.

paid the national minimum wage, during a sleep-in period.

The guidance is of particular interest to employers in the healthcare and hospitality sectors, and any other employers that have on-call arrangements in place.

Lorry drivers

From 6 April 2017, HMRC changed the tax treatment of overnight allowances for lorry drivers. A Bespoke Agreement must now be in place with HMRC together with an appropriate random checking system for payments to be paid tax free.

Full details on the changes and the EAT guidance for on-call work can be accessed via our website at torque.law.co.uk.

For further advice, please email us at info@torquelaw.co.uk.



Conversely, when we're helping employees to negotiate their exit terms, we'll shape the package so that it works best for that individual - often focusing on what will help them to secure an alternative role as quickly and painlessly as possible, whilst making sure that the financial package is fair and tax efficient.

We've put together this handy factsheet looking at issues which commonly crop up when it's necessary for employers to consider a quick dismissal. Download our factsheet [here](#) or give [Tiggy](#) or [Emma](#) a call for a no-obligation chat.

What we're Torquing about



We're running 2 seminars on managing mental health in the workplace next month. The York seminar is now fully booked but there's a few spaces available for the other in Scarborough on 28 June with Castle Employment.

[MORE INFO](#)



We're excited about teaming up with Pro-Development in November to deliver a masterclass on value & recognition. Our full calendar of events can be

What we're Tweeting about



Great to see Graham, Helen and the team

[@JohnsonsWhixley](#)
[@personnel_pship](#) #fabclients

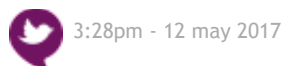


4:43pm - 10 may 2017



Contact us if, like Deliveroo, your contractual arrangements with self-employed staff are in need of review.

accessed [here](#).



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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