

UNIONS CLAIM EMPLOYMENT LAW REFORMS ON ATTACK



Unions are currently claiming that employment law reforms are going to allow the bosses of different companies to basically exploit and bully their own workers. The Business Secretary already provided confirmation on the fact that the fire at will proposals had been left behind but even so, a number of firms are now going to be receiving more legal protection for paying off staff members who are not performing the way that they should. The workers will also be facing a cut in the amount of compensation they can receive if they win a case. The general secretary for the NASUWT, Chris Keates, has said, "Whilst the 'fire at will' proposal has been watered down, the remaining proposals represent an unprecedented and unacceptable attack on the employment rights of teachers and other ordinary working people. The Liberal Democrats should be ashamed to be associated with the introduction of measures which give employers license to exploit, bully and discriminate against their workforce." Vince Cable also provided confirmation on the fact that the no-fault dismissal proposals have been cut because of a lack of support from the business community. According to Cable, the business community did not seem to like the idea of the proposal and it is for that reason that it has been dropped completely. Even so, the Liberal Democrat has made it clear that he is completely opposed to the recommendation. In the meantime, the Business Secretary is looking for ways to improve settlement agreements, specifically where employers would have the opportunity to offer a payoff to employees who are not performing as they should. This would generally help the employers get used to resolving different disputes. If the worker does accept such a deal, that deal will be protected and would not be considered evidence in the event of a court case. A number of officials feel as though this move is definitely fair for the employees, especially since employees do not have to take up on the offer and also because if they do take up on the offer, they can receive a number of incentives from their employers. Officials feel that the move is favorable for the workers. Cable will be working on plans for changing the set limit for the dismissal payouts so that the amount would be a total of 12 months' worth of their salary. He believes that the reductions are necessary. The Liberal Democrat believes, however, that the current cap is deferring firms from hiring more employees because of the fear that they would end up having to pay a huge bill.