

Legal Update

April 2010

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Chairman
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What was passed this month?

- Bribery Act
- Mortgage Repossessions Act
- Equality Act
- Personal Care at Home Act
- Sustainable Communities Amendment Act
- Digital Economy Act
- Energy Act
- Financial Services Act
- Flood and Water Management Act

Digital Economy Act

- Broadband connection disconnected if repeatedly used to pirate copyrighted material
- However long consultation period on
 - Wording of warnings
 - Who will fund this?
 - Is it compliant with EU law?
 - Does it invade privacy laws?

Digital Economy Act

- 2011
 - First letters arrive
 - Monitored for 1 year
 - If not 70% reduction in illegal file sharing then
- 2012
 - Technical measures to cap bandwidth and/or disconnect broadband

But websites displaying copyright material unlawfully may be blocked sooner

Equality Bill

“A Fairer Future”

Will replace existing discrimination provisions when providing services, goods or facilities

In particular – unlawful to discriminate against anyone over 18

Equality Bill

- Gender pay discrimination to be more transparent
- Organisations with over 250 employees to publish differences in pay
- New gender pay claim to be introduced
- Discrimination based on “association” and “perception”
- Unlawful to force breastfeeding mothers and babies out of cafes and public galleries

Bribery Act

- Companies must have “adequate procedures” to comply with the Act.
- But not defined
- If companies do nothing they will be “taken to the cleaners” – CEO British Enterprise
- Corporate Hospitality or Facilitation?
- Worldwide remit

What do the Manifestos say?

The following slides are to be given the importance that you think they warrant.

On the basis that the policies of all the parties seem to some extent interchangeable, what is likely to come up over the next few months/years?

Employment

- Working conditions – greater flexibility
 - For Whom
 - Parents of children up to 18
 - Public sector employees
 - All employees

Employment

- Retirement Age – more than 65
- Will there be a limit?

- Discrimination
 - Equality Act especially equal pay
 - More “blind” job applications

Immigration and Human Rights

- Tighter control on immigration – especially from non EU countries
- Replacement of Human Rights Act with a UK Bill of Rights?

Regulation Generally

“One in one out” rule

“Sunset” clauses

Reclaiming sovereignty over certain aspects of EU Law
such as Working Time Directive

Climate Change

- Reduce Government emissions by
10% 15% 20%
- By 2010 (10:10)
- By 2020

- New sources of power, wind, tidal, biomass

- Encouragement of smaller scale power generation

Government Measures

The Foreign Office will combat climate change and reduce emissions by, amongst other things, requiring staff to fly economy.

Banking and Finance

- Competition enquiry into banking sector
- Abolish Financial Services Authority – empower Bank of England?
- Introduce Banking Levy
- Cap on bankers bonuses
- Break up the Banks

IMF Proposals

- 1 Financial Stability contribution
 - Charge on the balance sheet
 - On all financial institutions – not just banks
- 2 Financial activities tax
 - Tax on excess profits including houses

But no financial transactions tax (the Robin Hood tax)

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