



Six-month calendar 2016 Employment Developments

We have produced papers and blog posts on most of the calendar topics, please contact us for copies or more information:

Sheila Fahy on 020 3088 3681
sheila.fahy@allenovery.com

Felicity Gemson on 020 3088 3628
felicity.gemson@allenovery.com

Allen & Overy means Allen & Overy LLP and/or its affiliated undertakings. Allen & Overy maintains a database of business contact details in order to develop and improve its services to its clients. The information is not traded with any external bodies or organisations. If any of your details are incorrect or you no longer wish to receive publications from Allen & Overy, please contact: cleuma.nascimento@allenovery.com

This calendar is for general guidance only and does not contain definitive advice.

June

6 Ramadan commences – Muslim employees fasting between sunrise and sunset may need additional support as the fasting period may be as long as 18 hours

10 Euro 2016 tournament kicks off in France – you may want to consider viewing arrangements for employees

23 EU Referendum – are you prepared for the outcome?

24 – Women in Finance Charter – deadline for signing up for 2016
– Take your dog to work day

– Gender pay gap reporting – the 12-month period for calculating the mean bonus runs from 30 April 2016, so bonuses paid during this period will be included in the published data.

– European Commission expected to report back on efficiency of CRD IV rules and proportionality exceptions

– Government's consultation expected on the extension of shared parental leave for grandparents

Summer

– 7 September deadline is approaching for the Whistleblowing Champion to oversee the final preparations for the new whistleblowing regime – are you ready?

– EU General Data Protection Regulation has been adopted, leaving just under two years for it to be implemented in the UK – think about your compliance strategy now

– EU Trade Secrets Directive formally adopted, with a two-year implementation timescale – employee confidentiality provisions may need revisiting

– Have your employees been trained on cybersecurity so that they can spot external threats?

– FCA/PRA expected to announce revised rules for references for Senior Managers and Certified Persons

– PRA expected to announce final rules on bonus buy-out awards

September

7 New whistleblowing regime comes into force for relevant financial services firms

Have you tested your gender pay gap reporting numbers? What initiatives have you put in place to achieve better numbers, and to include in your accompanying narrative to be published?

October

1 Draft Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 expected to come into force – first reports to be published by 30 April 2018

November

– Are systems and controls in place to support management and certification of Certified Persons?

– Have your handbooks and policies been reviewed to take account of employment developments during 2016?

