

EXECUTIVE SUMMARYHR DIRECTOR'S REPORT TO THE BOARD OF DIRECTORSHELD ON MONDAY 27 FEBRUARY 2013

<b>Subject</b>	Employment Law Developments for 2013
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<b>Status<sup>1</sup></b>	N

**PURPOSE OF THE REPORT**

To update the Board of Directors on scheduled changes to employment law during 2013 and the potential impact to STHFT

**KEY POINTS**

The attached summary and the detail of the planned employment law developments have been categorized as follows:

- Red – Significant impact (1)
- Amber - Moderate Impact (6)
- Green – Minimal impact (4)

The only significant impact is concerning the changes to collective consultation for 100+ staff from 90 days to 45 days. Although, this is a significant change it is positive in that it will speed up restructuring through management of change processes.

**IMPLICATIONS<sup>2</sup>**

AIM OF THE STHFT CORPORATE STRATEGY 2012-2017		TICK AS APPROPRIATE
1	Deliver the Best Clinical Outcomes	
2	Provide Patient Centred Services	
3	Employ Caring and Cared for Staff	✓
4	Spend Public Money Wisely	✓
5	Deliver Excellent Research, Education & Innovation	

**RECOMMENDATIONS**

The Board of Directors are asked to note the employment law developments and resulting actions.

**APPROVAL PROCESS**

Meeting	Date	Approved Y/N

<sup>1</sup> Status: A = Approval  
A\* = Approval & Requiring Board Approval  
D = Debate  
N = Note

<sup>2</sup> Against the five aims of the STHFT Corporate Strategy 2012-2017