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## February 2020 update

Welcome to this month's update - where we discuss the latest legislation and guidance.

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In this month's edition, we report on:

- Parental Bereavement Leave Regulations laid before Parliament
  - Timescales for providing Employment contracts
  - Unreasonable use of the internet
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### Parental Bereavement Leave Regulations laid before parliament

The Government has put new Regulations before Parliament that will give the right to paid parental bereavement leave. These new Regulations will introduce the right to paid leave for an employee who loses a child under the age of 18 or suffers a stillbirth after 24 weeks of pregnancy.

Parents will be entitled to two weeks' statutory leave to be taken in one block or as two separate blocks of a week. The leave will be paid for employees who have at least 26 weeks' service and who meet the minimum earnings criteria.

Statutory parental bereavement pay will be paid at the same rate as statutory paternity pay. This is currently £151.20 per week (from April 2020) or 90% of weekly earnings if lower.

The new right will come into force with effect from 6 April 2020.

**Employers:** this is a welcome provision to support parents in such circumstances

**Contact us:** we can help with updating your Company policies

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### **Timescales for providing Employment contracts**

Currently employers must give an employee an employment contract within two months of starting work under the Employment Rights Act.

On the 6 April 2020, new legislation will come into force which will amend the timescales for providing a statement of employment particular to employees. From this date, employers will be required to provide an employee with a new contract of employment by no later than the first day of employment.

Employers should therefore make sure they prepare in advance the employment documentation, so it is ready on the first day of employment.

**Employers:** having a good induction process is vital in ensuring the right start for a new employee

**Contact us:** we can assist with employment documents and induction

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### **Unreasonable use of the internet**

Was an employee unfairly dismissed for excessive internet browsing at work?

In the recent case of Hall v Weightmans, the Employment Appeal Tribunal (EAT) found that she was not.

A facilities assistant, who worked for nearly 15 years, was dismissed for excessive internet browsing at work. The investigation revealed her level of non-business-related internet use was "substantial" and unreasonable. Her internet use included online shopping.

The tribunal dismissed the claim of unfair dismissal, saying the employer followed the investigation and dismissal procedures properly. The EAT agreed with the tribunal.

This is a constant issue with employees use of the internet for unreasonable personal use during working hours.

**Employers:** Have good policies in place and make sure you follow the procedures

**Contact us:** We can assist with investigations and disciplinaries

**For more information or assistance Email:** [enquiries@employmentlawsupport.co.uk](mailto:enquiries@employmentlawsupport.co.uk)



**Silverstone**  
Business Forum

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