

Age Legislation is coming. You may well be receiving information on this subject from your normal HR sources. If you are, sorry for the duplication (it's just a reminder), if not then the following 10 Key facts may be of interest to you.

1. Age legislation comes into force on 1 October 2006
2. Regulations cover employment and vocational training. This includes access to help and guidance, promotion, development, termination, perks and pay.
3. Regulations cover people of all ages, both old and young.
4. All employers, provider of vocational training, trade unions, professional associations, employer organisations and trustees, and managers of occupational pension schemes will have new obligations to consider.
5. Goods, facilities and services are not included in these regulations.
6. Upper age limits for unfair dismissal and redundancy will be removed.
7. A national default retirement age of 65 will be introduced making compulsory retirement below age 65 unlawful (unless objectively justifies). This will be reviewed in 2111.
8. All employees will have the 'right to request' to work beyond the default age of 65 or any other retirement age set by the company and all employers will have a 'duty to consider' requests from employees to work beyond 65.
9. Occupational pensions are covered by the regulations, as are employer contributions to personal pensions. However, the regulations generally allow pension schemes to work as they do now.

This information comes from the 'Be Ready' newsletter which is supported by the Age Partnership Group and managed by the Department for Work and Pensions.

ACAS is the nominated agency to provide advice and guidance on age issues. You can contact them on 0845 7474747 or www.acas.org.uk .

Best regards

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