

EMPLOYMENT AND DISCRIMINATION LAW – STATUTORY UPDATES

This page details the major legislative changes affecting both employers and employees in the fields of employment and discrimination law in Northern Ireland. Please feel free to monitor it regularly for information on important legislative developments.

OCTOBER 2009

1 NATIONAL MINIMUM WAGE.

1.1 Relevant Legislation:

[National Minimum Wage Regulations 1999 \(Amendment\) Regulations 2009.](#)

1.2 Legislative Changes:

The regulations increase the principal, development and 16-17 year old rates of national minimum wage as follows:

- For employees aged 22 years old and over, the hourly rate is increased from £5.73 to £5.80.
- For employees aged 18-21 years old, the hourly rate is increased from £4.77 to £4.83.
- For employees aged 16-17 years old, the hourly rate is increased from £3.53 to £3.57.

The regulations also increase the maximum amount for living accommodation that is allowed to count towards pay for national minimum wage purposes. They also amend [regulation 16](#) of [The 1999 Regulations](#) so as to:

- Clarify that a worker who is participating in the EC Erasmus Programme or Comenius Programme do not qualify for the national minimum wage in respect of work done for an employer as part of that scheme.

1.3 Date of Commencement:

- The [2009 Regulations](#) came into force on 1st October 2009.



The practice is a niche commercial legal practice providing business, property, and employment law services mainly to the business sector in Northern Ireland.

KEY BUSINESS SERVICES

Business Law; Business Disposal/ Acquisition & General Commercial Work

The practice has practical experience in all facets of business formation operation and succession or transfer. With past experience in several corporate finance and company brokerage businesses, its principal also brings 'coal face' exposure to business disposal, merger & acquisition, forged in a variety of sectors.

Property

The practice has experience in all transaction work in commercial and residential property. Utilising leading edge IT capability Kappa Solicitors offers both residential & commercial conveyancing, undertaken to an exacting standard at negotiable rates.

Employment Law

Ever-accelerating change in the complex employment, discrimination and related fields brings increased risk. Good specialist advice is expensive. A dedicated focus in these areas produces an accessible yet affordable service in all contentious and non-contentious aspects of HR management to the SME sector. In these fields we also render consultancy advice and legal services with a practical & robust commercial edge.

CLIENT IDENTIFICATION AND REGISTRATION

In common with other commercial law firms, we must comply with the Money Laundering Regulations 2003. This is part of the government's drive against money laundering and terrorism. The Regulations require us to obtain satisfactory evidence of identity for substantially all new clients and those in respect of whom there has been a break in the relationship. We will be unable to start work for you until this evidence is obtained.

TERMS OF ENGAGEMENT

- 1 By instructing us, you shall be deemed to have accepted our terms of business, from time to time applicable, which shall apply to the exclusion of any standard terms of purchase or any other terms which you may propose or supply to us.
- 2 Northern Ireland Law will apply to our relationship with our clients and any dispute or claim shall be subject to the exclusive jurisdiction of the Courts of Northern Ireland.
- 3 There shall be no variation of these terms without the prior written agreement of the Principal of the practice.

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