

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<b>Data Privacy</b>		
<b>General Data Protection Regulation (“GDPR”)</b>	<p>The GDPR will come into force on May 25, 2018 and replace the current Swedish Personal Data Act.</p> <p>The GDPR will impose greater obligations on employers, which must be complied with to lawfully process employees’ personal data. Employees will also have greater access and rectification rights as regards their own personal data. Fines for non-compliance will be substantial.</p>	<p>(1) Become familiar with the GDPR and how it impacts your business.</p> <p>(2) Review existing data protection registrations, practices and policies and update to ensure compliance in time for May 25, 2018.</p> <p>(3) Consider taking specialist advice to ensure your business will be compliant come May next year.</p>
<b>Sickness Absence</b>		
<b>Sickness and Return to Work</b>	<p>New rules have been proposed, which (if enacted) will obligate employers to implement a rehabilitation plan for certain sick employees.</p> <p>The rehabilitation plan should be put together before the employee has been off sick for 30 days, if they are expected to be off work for at least 60 days. The aim is to improve the likelihood of a worker returning to work post long-term sick leave.</p> <p>If this is enacted, we expect it to be effective on or around July 1, 2018.</p>	<p>(1) Keep abreast of the legal situation.</p> <p>(2) If enactment looks likely, review existing practices and procedures with a view to bringing them in line with any new requirements.</p>