

Overview	Legal Change	Action required
<p>New Rules on Mobbing Businesses are encouraged to take active steps to protect employees from mobbing.</p>	<p>New rules have been introduced to encourage employers to put in place measures to protect employees against 'mobbing'.</p> <p>Mobbing is collaborative workplace bullying where co-workers co-operate to humiliate or undermine another colleague, often hoping to get them to leave.</p> <p>Under the old rules, compensation for mobbing could only be claimed if the victim had terminated their employment contract as a result of the mobbing.</p> <p>This disadvantaged those who for instance could not afford to resign or had their contracts terminated by the employer.</p> <p>Victims of mobbing now have the right to compensation even though they have not terminated their contract.</p> <p>Employers have a basic duty to protect employees against mobbing. They may have a defence against liability if they can demonstrate that they have taken sufficient steps to prohibit and prevent mobbing. The best way of doing this is by an internal anti-mobbing rule which is circulated to all employees, making clear what is prohibited.</p>	<p>Review your internal behavioural policies and ensure that 'mobbing' is clearly prohibited and the measures you have put in place to protect employees from it are stated and publicised.</p>
<p>Works Certificates Deadline for applying to correct a Work Certificate is extended.</p>	<p>A Work Certificate (WC) should be handed to the employee on the day their employment contract is terminated.</p> <p>The time in which an employee can apply for a correction to be made to the WC first to the employer and then if necessary to the court, has been extended from 7 to 14 days.</p>	<p>Remember to hand over a WC on the day of termination – or if this is not objectively possible make sure it is delivered by other means within 7 days of the termination.</p>

This is a high level general update only. Legal advice should be obtained on specific circumstances.