

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. 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.