

January 2016

In this edition we will be taking a look at the issues that are likely to be affecting employers in 2016, starting with a round-up of the cases to watch out for which will affect redundancy consultation processes, the extent of whistleblower protections and what might be expected of data controllers when complying with subject access requests. There are, of course, many other cases coming before the appellate courts this year which will shape the ever-changing employment law landscape in 2016.

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Ones to watch for 2016

January 28, 2016

In the ever-evolving sphere of UK employment law, 2016 is set to be no different from other recent years. We are likely to see a wealth of developments as new legislation is enacted and new cases heard and as relatively long-running cases are (hopefully) concluded and decisions made by the appellate courts, examining judgments which were handed down in 2015.

Personal communications may not be so personal

January 28, 2016

In the recent case of *Barbulescu v. Romania*, the European Court of Human Rights (ECHR) has considered the question of whether the monitoring of employees' use of the internet and their personal communications sent whilst at work infringes their right to respect for private and family life, entrenched within Article 8 of the European Convention on Human Rights.

Sometimes bonuses don't feel like bonuses

January 28, 2016

With the Chartered Institute of Personnel and Development announcing that pay rises will be below official forecasts, we wonder whether bonus payments will also follow suit.

A breakthrough in protection for zero hours workers?

January 28, 2016

Zero hours contracts have been the subject of debate and media attention for some time now as they continue to be

used by employers whose needs for workers fluctuate. The most up-to-date Office for National Statistics report on zero hours contracts, published in September 2015, stated that around 744,000 people were employed on zero hours contracts in their main employment between April and June 2015, representing 2.4 per cent of all people in employment.

Biometric Residence Permits: What you need to know

January 28, 2016

All visa holders who wish to stay in the UK for more than six months must now obtain a Biometric Residence Permit (BRP). This is an important document which provides proof of the migrant's permission to stay, work or study in the UK, how long they are permitted to remain in the UK and any conditions attached to their stay.

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