



ARTICLE: All change on 6th April 2008

KEYWORDS: Employment Law, Health & Safety Law, Environmental Law, Construction Law, Companies Act 2006

Not only is the 6th April 2008 the start of a new tax year, but it is also the date upon which many new regulations commence. The Government uses two dates each year – 6 April & 1 October – as common commencement dates for regulations.

So what's in store this year?

Employment

Organisations with 50 or more employees' will have the right to be informed and consulted on a regular basis about issues in the business. There is no automatic requirement to have such an agreement but if 15 or more employees' request this then you as Employer will have to accept this request.

Health & Safety

The offence of Corporate Manslaughter comes into effect.

Energy Performance Certificates will be required for the construction, sale or rent of buildings (not houses) with a floor area of over 500sq metres.

Part L of the Building Regulations 2000 will change in respect of the installation of fixed building services for heating, hot water, air conditioning, plumbing, ventilation, electrical installation and plumbing systems.

Environment

Environmental permits in respect of waste management and pollution prevention and control will be united under one permit.

Construction

Site Waste Management Plans

SWMP's will have to be in place before construction begins on site and for which the project has an estimated cost of more than £300,000.

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Companies Act 2006

Further parts of the Companies Act 2006 will be implemented in respect of changes to accounting, company secretaries and auditors.

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