

Payroll

Employment Equality (Age) Regulations

New legislation came into effect on 1st October 2006.

In summer 2005, the Department of Trade and Industry (DTI) published 'Equality and Diversity: Coming of Age', a consultation document on the draft Employment Equality (Age) Regulations.

These new regulations will have an impact on the way that employers recruit, train, manage, promote and retire their staff.

Details of the new legislation can be found on the DTI Website at

<http://www.dti.gov.uk/employment/discrimination/age-discrimination/index.html>

The Age Partnership Group (APG) have been asking employers to act to ensure they are better able to prepare for the legislation and there has been more media coverage in recent weeks.

The APG comprises of organisations representing business, employers, trade unions and government departments, who believe that by implementing best practice now, employers, will have time to bring about a change in attitudes and approaches to both younger and older workers leading to a more diverse workforce.

The APG is providing employers with free information on creating an age diverse workforce. The information is provided in two forms:

- A 'Personnel Organiser' giving help and advice about issues of age discrimination, providing case studies and practical hints and tips.
- A 'Be Ready' CD-ROM which includes a catalogue of research reports and summaries on topics such as pensions, health and safety and career management.

Details for the Age Partnership Group can be found at

<http://www.dwp.gov.uk/asd/asd5/agepositive2007.asp>