

NEWS RELEASE

19 May, 2010.

Don't be caught out by new training rules – employers' warned

Employers should make themselves aware of new rules on staff training, according to advice from Midlands' employment law specialists W.H. Law LLP.

New legislation gives employees the right to request time to train, said Sarah Pugh of the Dudley based law practice.

And employers can only turn down training request if they have a sound business reason to do so.

Sarah Pugh, a Partner at WH Law, said: "The new Time to Train legislation has now become available to employees in organisations with 250 or more staff and will affect all employers from April, 2011.

"Employees need to ensure that Human Resources rules are up-dated to accommodate this change and may need to consider whether it will have an impact on staffing levels and their ability to work effectively."

The new Government rules state that if employees request time off to train, the employer must either accept the request, or arrange a meeting to discuss it, within 28 days.

While employees are entitled to ask for time off to train the amount of time allowed is at the employers' discretion.

Employers are not obliged to pay for the training or the time taken off work. Staff can be asked to work flexibly to make up the time lost.

ENDS

For further information contact Sarah Pugh or Mike Rogers at W.H. Law on 01384 216920.

Notes to Editors:

W.H. Law specialises in Workplace and Health and Safety law, providing a holistic service to businesses, focusing primarily on the assessment and management of the risks involved in employing people within a business and providing assistance with litigation where necessary.

A training service is available for managers and personnel officers. Further information can be found on-line at: <http://www.whlawllp.co.uk/index.htm>