



Lyn Creasey
Managing Director



NEWSLETTER – Jan 08

Welcome to the January 2008 newsletter. I wish you all a very Happy New Year. In this newsletter we cover:

- ❖ Retirement – Did you Know?
- ❖ Dress Standards
- ❖ What's in store for 2008
- ❖ **LYNC HR** – services we offer

At **LYNC HR Ltd** we strive at all times to ensure that you receive the service and products that you need to run a sound HR function. If you like the service and products that we offer you, tell someone about us. If you don't, please tell us. Your feedback is important to us.

RETIREMENT – Did You Know?



Any compulsory retirement of an employee must comply with the associated statutory procedures under the Employment Equality (Age) Regulations 2006.

The key facts are as follows:

- ❖ No more than 12 and no less than 6 months notice must be given to employees due to reach retirement age;
- ❖ Retiring employees have the right to request to work beyond the retirement age;
- ❖ Employers must consider employee requests and respond to them within a reasonable time frame;
- ❖ Employers must hold a meeting with employees who make a request to work beyond the retirement age;
- ❖ Employees have the right to appeal against their request to work beyond retirement age;
- ❖ Failure by an employer to following the statutory procedure could result in a tribunal award of 8 weeks pay and compensation for unfair dismissal and/or age discrimination. The latter is limitless in compensation.



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