

## Press Release

### Age Discrimination

The Government has published the final version of the regulations that will ban age discrimination in UK workplaces. The new regulations will give the over 65s the same rights to unfair dismissal and redundancy payments as younger workers.

Claire Bell, a Director at Actons Solicitors says:-

"The Employment Equality (Age) Regulations 2006 are due to come into force on 1st October 2006. The new rules do not change the date people can claim a state pension and it remains lawful to ask people to go at retirement age, although new procedures to justify that decision must be gone through first. The Regulations:

- ban age discrimination in recruitment, promotion and training;
- ban unjustified retirement ages of below 65 (the age limit is to be reviewed in five years time);
- remove the current age limit for unfair dismissal and redundancy rights;
- introduce a right for employees to request working beyond retirement age and a duty on employers to consider that request; and
- introduce a new requirement for employers to give at least six months notice to employees about their intended retirement date so that individuals can plan better for retirement, and be confident that "retirement" is not being used as cover for unfair dismissal.

The Regulations include transitional provisions to ensure that employers can manage the process of retirement effectively during the first six months of the Regulations coming into force. There are exemptions relating to retirement and service related benefits and occupational pensions amongst others. Length of service benefits may continue to recognise and reward loyalty and experience as well as motivate staff. There are also exemptions to allow occupational pension schemes to continue to operate.

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For further information on all Employment Matters, please call Claire Bell on 0115 9 100 200 or email [enquiries@actons.co.uk](mailto:enquiries@actons.co.uk)

Ends: June 2006

### Notes

1. The Employment Equality (Age) Regulations 2006 - SI No 2006/1031 - come into force on 1 October 2006.
2. The Regulations are available on the Stationery Office [website](http://www.opsi.gov.uk/si/si2006/uksi_20061031_en.pdf) at [http://www.opsi.gov.uk/si/si2006/uksi\\_20061031\\_en.pdf](http://www.opsi.gov.uk/si/si2006/uksi_20061031_en.pdf)

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