

Failure to Inform and Consult - £55k penalty

March 2008



The President of the EAT in England said that the employer, MacMillan Publishers Ltd seemed to be opposed to the Information and Consultation Regulations and had tried to delay implementation for as long as it reasonably could. Accordingly the EAT has decided to impose a penalty which would deter others from adopting a similar approach to the Regulations.

“Employers must recognise that these are important rights conferred on workers. The provisions must be complied with. We think it appropriate, in fixing this penalty, to stipulate a sum which, within the limits imposed by the legislation, will deter others from adopting what can only be described as the wholly cavalier attitude to their obligations that has been demonstrated by this company.”

Please note: The content of this article is for information purposes only and further advice should be sought from a professional advisor before any action is taken.