

# ELS



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## Watch this space!

- Closed Recruitment – In 2016 the Government sought views on the proposal that all public sector employees are to publish information on levels of internal – only recruitment used within their organisation; a cap on the proportion of roles recruited only internally and a general ban on all internal – only recruitment. A response is yet to be published.
- Exit payment cap and clawback provisions – This will require employees leaving the public sector to repay some or all of the payment if they return to public sector employment within 12 months. The Regulation is yet to be laid before Parliament.
- £95,000 cap on exit payments that will come into force by secondary legislation on dates to be announced.
- Brexit – Implications on employment law following the triggering of Article 50.
- ‘Plumbers’ case’ – Court of Appeal upheld the decisions of the Employment Tribunal and Employment Appeal Tribunal that a plumber is a worker and not self-employed. Application for appeal to the Supreme Court is currently pending.

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**Please go to [elslegal.org](http://elslegal.org) for more information on these topics. If you would like additional information please let us know.**

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Our specialist employment team provide practical advice that helps you every step of the way. We organise training, workshops and legal updates so you can tackle any challenge ahead.

The timeline does not cover all employment developments.

**Helpline number 0333 013 9993**  
(for subscribing organisations only)

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