

**Equality and Diversity Update  
September 2005**

**Equality and Diversity News**

- We have just renewed our membership of the EOC “Equality Exchange Scotland”. As corporate members you have access to the members only section on the website where you will find the Reporter newsletter amongst other useful and important information relating to gender equality in the workplace.

To access use the following login details:

Username: equality exchange

Password: testing

**Additional information about the membership benefits will follow soon.**

- I have been made aware that the link for the EQIA Toolkit is not working at the moment. I am hoping to have this problem sorted out in the next couple of days. Sorry for any inconvenience this has caused.

**Legislation Update**

Employment law is constantly changing. Below is a timetable of impending legislative changes and deadlines which will help to keep you informed and ahead of the game.

<b>Legislation</b>	<b>Date of introduction</b>
<p><b>Civil Partnership Act 2004</b></p> <ul style="list-style-type: none"> <li>- Contracted out Occupational and Appropriate Personal Pension Schemes Surviving Civil Partner Order 2005</li> <li>- Amendments to Subordinate Legislation</li> <li>- Pensions and Benefit Payments (Consequential etc. Provisions) Order 2005</li> </ul>	5 <sup>th</sup> December 2005
<p><b>Employment Duties</b></p> <ul style="list-style-type: none"> <li>- Employment Equality (Sex Discrimination) Regulations 2005</li> <li>- Management of Health and Safety at Work and Health and Safety (Consultation with Employees) (Amendment) Regulations 2005</li> <li>- Employment Relations Act 2004, remaining sections</li> <li>- National Minimum Wage Regulations 1999 (Amendment) Regulations 2005</li> <li>- Parts of the Tax Credit (Payment by Employers etc. (Amendment) Regulations 2005</li> <li>- Parts of the Disability Discrimination Act 2005</li> <li>- Protected Rights (Transfer Payment) (Amendment) Regulations 2005</li> </ul>	<p>1<sup>st</sup> October 2005</p> <p>7<sup>th</sup> November 2005</p> <p>5<sup>th</sup> December 2005</p> <p>During 2005</p>

<p><b>Medical Training</b></p> <ul style="list-style-type: none"> <li>- General and Specialist Medical Practice (Education, Training and Qualifications) Amendment Order 2005</li> </ul>	<p>30<sup>th</sup> September 2005</p>
<p><b>Pensions</b></p> <ul style="list-style-type: none"> <li>- Occupational Pension Schemes (Employer Debt etc.) (Amendment) Regulations 2005</li> <li>- Occupational Pension Schemes (Investment) Regulations 2005</li> <li>- Occupational Pension Schemes (Scheme Funding) Regulations 2005</li> <li>- Occupational Pension Schemes (Internal Dispute Resolution Procedures) Regulations 2005</li> <li>- Occupational Pension Schemes (Disclosure of Information ) (Amendment) Regulations 2005</li> </ul>	<p>2<sup>nd</sup> September 2005</p> <p>22nd September 2005</p> <p>23rd September 2005</p> <p>23rd September 2005</p> <p>September 2005</p>
<p><b>Tribunals</b></p> <ul style="list-style-type: none"> <li>- Employment Tribunals (Constitutions and Rules of Procedure) (Amendment) (No.2) Regulations 2005</li> <li>- Employment Appeal Tribunal (Amendment) Rules 2005</li> <li>- New tribunal claim and response forms become mandatory</li> </ul>	<p>1<sup>st</sup> October 2005</p> <p>1<sup>st</sup> October 2005</p> <p>1<sup>st</sup> October 2005</p>

**If you have any questions about the information contained in this issue or indeed have any items that you would like me to include in future issues contact me at [diversitytaskforce@scotland.gsi.gov.uk](mailto:diversitytaskforce@scotland.gsi.gov.uk) or telephone 0131 244 2481**

I look forward to hearing from you.

Jenny