

## Powering Your Business With Renewables

Alison Stock, Head of Porter Dodson's Renewable Energy team, outlines some of the options for businesses considering renewable energy:

With energy costs rising and the government planning to decommission our oil fired power stations it becomes ever more important to find alternative means of providing power to our businesses. Renewable energy is increasingly accessible to all and does not have to involve large wind turbines or enormous fields of solar panels. Businesses can make a difference to their own carbon footprint and often save money at the same time. Here are some ideas:

- If you have a building that faces south and has a sufficiently large roof then you could install solar panels to power your electrical requirements during the day and you can sell excess power to the grid. Sign up to a Feed in Tariff and you will also receive additional funds for production of power. Even though the rates for the tariff are gradually reducing, the Solar Trade Association suggests returns on investment of around 9%.
- You could install a biomass boiler or a ground source heat pump to heat your building. Claim the Renewable Heat Incentive and you could make a return on investment of up to 12.5% - not bad in the current financial climate.
- Food manufacturers can find real financial and 'green' benefits in working with others to dispose of food waste to an anaerobic digester plant. These use waste products to produce electricity and fertiliser through a biological process. They are run as collectives or on a commercial basis.

The Porter Dodson Renewable Energy team work with businesses and landowners to develop their renewable energy strategies.

For further information call 01823 652109.

## Porter Dodson is sponsoring the Environmental Award in this year's Somerset Business Awards:

Porter Dodson is delighted to be sponsoring this Award. The winning company will prove that it has developed and used good practice in managing waste, reducing energy use or other environmental initiative that balances profitability with environmental awareness.

Entries open on 1 June 2013. For further information visit [www.somersetbusinessawards.org.uk](http://www.somersetbusinessawards.org.uk)



## Keeping up with changes in employment law



From the 25 July 2013, the government will be introducing employment tribunal fees.

### Current position

At the moment employees are not required to make any payment as part of issuing an employment tribunal claim. There is also limited exposure to an employer's legal costs where an employee is unsuccessful.

The government feels this encourages nuisance, or weak claims which are costly for employers to defend. In response, employees will be required to pay an issue fee, followed by a hearing fee.

### Tribunal fees

There will be two levels of fee, type A and type B. Type A claims will include breach of contract, wages claims, unlawful deductions, holiday pay, redundancy pay and some time off rights.

Type B claims will make up the majority of actions and include unfair dismissal, detriment and all discrimination claims. Tribunal judges will be able to reimburse any fees where an employee is successful.

Type of Fee	Type A Claims	Type B Claims
Issue Fee	£160	£250
Hearing Fee	£230	£950

### Keeping up to date

In addition to fees, there will also be a number of other significant changes throughout 2013, which include:

- a reduction in the compensatory award for unfair dismissal;
- a new offence of caste discrimination; and
- allowing employees to give up some employment rights, including unfair dismissal, in exchange for shares in their employer's business.

To help employers keep up to date with changes, Porter Dodson will be running a number of employment law seminars in Autumn 2013. For details, please email Amy King: [amy.king@porterddodson.co.uk](mailto:amy.king@porterddodson.co.uk).

### For advice on an employment law issue, contact a member of our Employment team:

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