



Do you employ staff?

## Recent and Forthcoming Employment Law Update - April 2022

### Coronavirus Updates

#### 15 March 2022

From this date, legislation to revoke legally required vaccinations against Covid-19 came into force. On 31 January 2022, the Government consultation on legally requiring Covid-19 vaccination for all health and social care staff (and care homes) opened. As a result of that, on 15 March 2022, The Health and Social Care Act 2009 (Regulated Activities) (Amendment) (Coronavirus) (No. 3) Regulations 2022 came into force, which revoked all legislation requiring mandatory Covid-19 vaccines in England. There is now no longer a legal requirement to be vaccinated against Covid-19 in the UK.

#### 24 March 2022

From this date the Covid-19 provisions within the Statutory Sick Pay and Employment Support Allowance Regulations were removed and claims under the SSP Rebate Scheme could no longer be made. This included SSP payments for self-isolation where the individual was not unwell, and the payment of Covid related SSP from day one of an employee's absence.

#### 1 April 2022

The health and safety requirement for every employer to explicitly consider COVID-19 in their risk assessments was removed and advice for employees to stay at home and self-isolate for five days after testing positive was no longer applicable.

## Gender Pay Gap Reporting

### 30 March 2022

By this date (for public authority employers - or 4 April 2022 for private and voluntary sector employers) employers with more than 250 employees were required to publish (via the Government's Gender Pay Gap Service) their gender pay gap data, based upon their respective 'snapshot' date.

## Statutory Payment Increases

### 1 April 2022

The National Minimum Wage increased as follows:

- For Apprentices under 19 or over 19 and in the first year of their apprenticeship, the NMW rate increased from £4.30 to £4.81 an hour.
- For Young Workers aged 16 and 17, the NMW rate increased from £4.62 to £4.81 per hour.
- The NMW Development rate for workers aged 18 and 20 increased from £6.56 to £6.83 per hour.
- For Workers aged 21 and 22, the NMW rate increased from £8.36 to £9.18 an hour.
- For Workers aged 23 and over, the NMW rate increased from £8.91 to £9.50 per hour.
- The Voluntary Living Wage also increased from £10.85 per hour in London to £11.05 per hour and from £9.50 per hour elsewhere in the UK, to £9.90 per hour.

### 3 April 2022

Family Friendly Payments i.e., Statutory Maternity Pay (SMP), Statutory Adoption Pay (SAP), Statutory Shared Parental Pay (ShPP), Statutory Paternity Pay (SPP) and Statutory Parental Bereavement Pay (SPBP) all increased from £151.97 to £156.66 per week.

### From 6 April 2022

Statutory Sick Pay (SSP) will increase from £96.35 to £99.35 per week, with the Lower Earnings Limit (LEL) increasing from £120 to £123 per week.

## Compensation Payment Limits

### From 6 April 2022

Compensation limits will increase as follows:

- Limit on guaranteed payments will increase from £30 to £31.
- Limit on a week's pay for calculating redundancy and unfair dismissal basic award will increase from £544 to £571.
- Maximum basic award for unfair dismissal and statutory redundancy payment (30 weeks' pay subject to the limit on a week's pay) will increase from £16,320 to £17,130.
- Maximum compensatory award for unfair dismissal a year's pay capped at a maximum of £89,493.
- Breach of Contract i.e., wrongful dismissal will be capped at £25,000.

It is also expected that the Vento Bands for Injury to Feelings Claims will increase as follows:

- Lower Band: £990 to £9,900
- Middle Band: £9,900 to £29,600
- Upper Band: £29,600 to £4,300

## How Can We Help?

If you have any queries relating to the content of this newsletter, or any other HR related topic, please don't hesitate to contact us via [hradvice@hasslefreehr.co.uk](mailto:hradvice@hasslefreehr.co.uk).