



Human Resources



Do you employ staff?

Employment Law Update - January 2025

In this newsletter we take a look at the year ahead and provide you with an overview of what employment law updates are expected. Further details will be provided in due course, and if possible, prior to enforcement.

January 2025

Dismissal and Re-Engagement

Dismissal and Re-Engagement applies in situations where an employer may seek to change an employee's terms and conditions of employment, by terminating the employee's existing contract of employment, and offering to re-engage the employee on different terms.

From 20 January, the 25% financial uplift, which can be applied to compensation awarded, for failing to comply with the statutory Code of Practice on Dismissal and Re-Engagement will include 'protective awards' for the first time, where the practice affects 20 or more employees, which triggers the need to collectively consult with all impacted employees. Failing to do this can result in a protective award for all affected workers of up to 90 days' pay. Where the employer has also failed to comply with the code, that award could be uplifted by up to 25% by the employment tribunal.

April 2025

Increase in Statutory Rates

- National Living Wage for over 21's will increase to £12.21
- National Minimum Wage for 18–20-year-olds will increase to £10
- National Minimum Wage for 16–17-year-olds and Apprentice Rate will increase to £7.55
- Statutory Sick Pay will increase to £118.75 per week
- Statutory Maternity Pay (and other family related leave pay) will increase to £187.18 per week
- Lower Earnings Limit will increase to £125 per week.

Neonatal Care Leave

Neonatal Care Leave and Pay is also expected to come into force in April, although the regulations needed to do this still have not yet been put before Parliament. This leave will give employees a new right to time off work when a baby they have responsibility for is in hospital receiving neonatal care.

Paternity (Bereavement) Leave

A new right to paternity (bereavement) leave is expected to come into force in April, although regulations to do this are still required. This leave will give fathers or non-birthing partners access to paternity leave in cases where a mother, or a person with whom a child is placed or expected to be placed for adoption, dies.

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.

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