

CHANGES TO UNFAIR DISMISSAL & REDUNDANCY COMPENSATION

From 6 April 2022, the limit on a week's pay will increase from £544 to £571. This is used to work out the basic award for unfair dismissal claims, as well as statutory redundancy payments. The minimum basic award for certain unfair dismissals will increase from £6,634 to £6,959. The maximum compensatory award for an ordinary unfair dismissal will increase from £89,493 to £93,978.

DUTY TO PROVIDE SUITABLE PPE TO WORKERS

From 6 April 2022, employers must provide suitable personal protective equipment (PPE) to all workers, not just employees where there is a health and safety risk to the worker in the work they carry out for the employer. Employers will also be prohibited from charging workers for any PPE supplied.

CHANGES TO STATUTORY RATES OF PAY

National Living Wage

From 1 April 2022, the national living wage for those aged 23 and over will increase from £8.91 to £9.50 per hour.

National Minimum Wage

Changes to the national minimum wage for younger workers are as follows:

- age 21 to 22 - it will increase from £8.36 to £9.18 per hour;
- age 18 to 20 - it will increase from £6.56 to £6.83 per hour;
- age 18 to 20 - it will increase from £6.56 to £6.83 per hour; age 16 to 17 - it will increase from £4.62 to £4.81 per hour; and
- NMW for Apprentices will rise from £4.30 to £4.81 per hour.

Statutory Family Leave:

From 3 April 2022, the weekly rates of statutory maternity, adoption, paternity and other parental leave will increase from £151.97 to £156.66.

Statutory Sick Pay:

From 6 April 2022, the rate of statutory sick pay will change from £96.35 to £99.35.

National Insurance:

National Insurance Contributions for both employers and employees will increase by 1.25%.

If you would like more information about the issues raised in this article or any aspect of employment law please get in touch.