

Quick recap of the employment law changes coming into force in April 2022

In this briefing, we round up eight key changes for employers to know about this April.

Government confirms ethnicity pay reporting will remain voluntary but announces new measures to tackle race inequality

On 17 March 2022 the Government published its response to the report by the Commission on Race and Ethnic Disparities (the Sewell Report), in this briefing we consider the proposals of most interest to employers.

High Court upholds a one year non-compete restriction

against a solicitor

In the recent case of Law by Design v Ali the High Court upheld a 1-year non-compete restriction preventing a solicitor from going to work for a competitor

Using a PILON clause to bring forward employees' termination dates after they have resigned does not amount to a dismissal – for now, at least.

In the recent case of Fentem v Outform EMEA Ltd it was decided that the employer's use of a PILON clause to bring forward an employee's termination date after he had resigned did not amount to a dismissal.