BDBF’S 2021 employment law tracker

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Summer’s over and that ‘back to school’ feeling is upon us. You can make sure you are top of the HR class by reading

BDBF's updated 2021 employment law tracker. The tracker will bring you up to date on all the key pieces of UK and EU employment legislation on the horizon, as well as relevant Government consultations.

Please click on the image below to open the PDF guide:

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If you or your business needs advice please contact Amanda Steadman (amandasteadman@bdbf.co.uk) or your usual BDBF contact.

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BDBF
EMPLOYMENT LAW

BDBF'S 2021 EMPLOYMENT LAW TRACKER - AUGUST 2021 UPDATE

Our tracker highlights new domestic and EU legislation, key Private Members' Bills and Government consultations for legislative reform.

	AREA	WHAT'S THE CHANGE?	WHEN'S IT COMING INTO FORCE?
1.	**Furlough scheme**	**Closure of the furlough scheme** The current phase of the Coronavirus Job Retention Scheme (aka furlough) began on 1 May 2021 and finishes on 30 September 2021, when the entire scheme will close. When the scheme ends, furloughed staff should either return to work or be made redundant. You can read our detailed guide to the scheme here.	30 September 2021
2.	**COVID-19**	**Compulsory vaccination of care home workers** The Health and Social Care Act 2008 (Regulated Activities) (Amendment) (Coronavirus) Regulations 2021 will impose a legal requirement for care home workers in England to be fully vaccinated against COVID-19, unless they have a medical exemption. The last date for affected workers to get their first dose of the vaccine (so that they are fully vaccinated when the regulations come into force) is 16 September 2021. Guidance on the new rules is available here.	11 November 2021
3.	**Whistleblowing**	**New EU directive on whistleblowing** This Directive introduces measures designed to protect those reporting certain breaches of EU law. The protection extends to employees, workers and other categories of individual such as contractors, shareholders, job applicants and former employees. The Directive requires employers with 50 or more employees to have internal whistleblowing procedures which offer a range of reporting mechanisms and also highlight that reports can be made externally. Employers will be required to provide feedback to the whistleblower about	EU Member States have until 17 December 2021 to transpose the Directive into national law. It is not yet known whether the UK will introduce domestic legislation to align with the Directive.