

BDBF'S EMPLOYMENT LAW TRACKER FOR 2023 AND BEYOND

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Our tracker highlights new domestic legislation and other key proposals for legislative reform.

Please click the image below to view the full tracker document:

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If you would like further information, or to discuss how to prepare for any of these changes, please contact Amanda Steadman (amandasteadman@bdbf.co.uk) or your usual BDBF contact.

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Our tracker highlights new domestic legislation and other key proposals for legislative reform.

	AREA	WHAT'S THE CHANGE?	STATUS?
1.	Statutory minimum payments	Increase to national minimum wage rates and other statutory payments National minimum wage rates will rise on 1 April 2023 as follows: • age 23 or over: £10.42 per hour (up from £9.50); • age 21 to 22: £10.18 per hour (up from £9.18); • age 18 to 20: £7.49 per hour (up from £6.83); • age 16 to 17: £5.28 per hour (up from £4.81); and • apprentice rate: £5.28 per hour (up from £4.81). Statutory sick pay will rise on 10 April 2023 to £109.40 per week (up from £99.35 per week). Statutory maternity, paternity, adoption, shared parental and parental bereavement pay will also rise on 10 April 2023 to £172.48 per week (up from £156.66 per week).	National minimum wage rate increases come into force on 1 April 2023. Statutory sick pay and family leave pay increases due to come into force on 10 April 2023.
2.	Increases to Employment Tribunal awards	Increases to Employment Tribunal awards A "week's pay" (used to calculate statutory redundancy payments and basic awards in unfair dismissal claims) is expected to increase from the current rate of £571 per week. The new rate has yet to be announced. The maximum compensatory award for unfair dismissal is also expected to increase from the current rate of £93,878. The new rate has yet to be announced.	Increases expected to come into force on 6 April 2023.