

# What's in store for employers in 2022?

```
[et_pb_section fb_built="1" _builder_version="3.0.100"
background_image="http://davidk423.sg-host.com/wp-content/uplo
ads/2017/09/bdbf_final-stages-1-4-1.jpg" custom_padding="|||"
global_module="2165" saved_tabs="all"
global_colors_info="{}"] [et_pb_row _builder_version="4.7.4"
min_height="66.4px" custom_padding="50px||||false|false"
global_colors_info="{}"] [et_pb_column type="4_4"
_builder_version="3.25" custom_padding="|||"
global_colors_info="{}"
custom_padding__hover="|||"] [et_pb_text
_builder_version="4.7.4" _dynamic_attributes="content"
text_font="|700||||||" text_font_size="27px"
background_layout="dark" custom_margin="0px|||"
custom_padding="0px|||" global_colors_info="{}"] @ET-
DC@eyJkeW5hbWljIjp0cnVlLCJjb250ZW50IjoicG9zdF90aXRsZSIInldHR
pbmdzIjp7ImJlZm9yZSI6IiIsImFmdGVyIjoiIn19@[et_pb_text][et_pb_
text _builder_version="4.7.4" _dynamic_attributes="content"
_module_preset="default" background_layout="dark"
global_colors_info="{}"] @ET-
DC@eyJkeW5hbWljIjp0cnVlLCJjb250ZW50IjoicG9zdF90aXRlIiwic2V0dGl
uZ3MiOnsiYmVmb3JlIjoiIiwic2V0dGlhZCI6ImRlZmF1bHQiLCJjdXN0b21fZGF0ZV9mb3JtYXQiOiIifX0=@[et_pb_text][et_
pb_column][et_pb_row][et_pb_section][et_pb_section
fb_built="1" admin_label="section" _builder_version="3.22.3"
global_colors_info="{}"] [et_pb_row admin_label="row"
_builder_version="4.7.4" background_size="initial"
background_position="top_left" background_repeat="repeat"
global_colors_info="{}"] [et_pb_column type="4_4"
_builder_version="3.25" custom_padding="|||"
global_colors_info="{}"
custom_padding__hover="|||"] [et_pb_text
_builder_version="4.14.2" text_orientation="justified"]
```

```
hover_enabled="0" use_border_color="off"
global_colors_info="{}" sticky_enabled="0"]
```

Employment law never stops changing – and 2022 looks like it will be no exception. The year ahead promises an array of reforms affecting discrimination, sexual harassment, flexible working, redundancy protection and non-compete restrictions. We will also see the introduction of new employee rights including rights to carer's leave and neonatal leave, as well as possible new protections for menopausal workers.

Our detailed employment law tracker will provide you with an at-a-glance guide to all of these changes and more, and also links to more detailed briefings on the most important changes. Click on the image below to view the tracker.

```
[/et_pb_text][et_pb_image
src="http://davidk423.sg-host.com/wp-content/uploads/2022/01/2
022-Employment-Law-Tracker-FINAL-1.jpg" title_text="2022-
Employment-Law-Tracker-(FINAL)-1"
url="http://davidk423.sg-host.com/wp-content/uploads/2022/01/2
022-Employment-Law-Tracker-FINAL.pdf" align="center"
admin_label="Image" _builder_version="4.14.2"
_module_preset="default" border_width_all="1px"
border_color_all="#118e71"
global_colors_info="{}"][/et_pb_image][et_pb_column][et_pb_r
ow][et_pb_section][et_pb_section fb_built="1"
_builder_version="3.26.6" global_colors_info="{}"][/et_pb_row
_builder_version="3.26.6"
global_colors_info="{}"][/et_pb_column type="4_4"
_builder_version="3.26.6"
global_colors_info="{}"][/et_pb_column][et_pb_row][et_pb_sec
tion]
```

## BDBF'S 2022 EMPLOYMENT LAW TRACKER

Our tracker highlights new domestic and EU legislation and Government consultations for legislative reform.

	AREA	WHAT'S THE CHANGE?	STATUS?
1.	Statutory minimum payments	<p><b>Increases to national minimum wage and other statutory payments</b></p> <p>National minimum wage rates will rise on 1 April 2022 as follows:</p> <ul style="list-style-type: none"> <li>• age 23 or over: £9.50 per hour (up from £8.91);</li> <li>• age 21 to 22: £9.18 per hour (up from £8.36);</li> <li>• age 18 to 20: £6.83 per hour (up from £6.56);</li> <li>• age 16 to 17: £4.81 per hour (up from £4.62); and</li> <li>• apprentice rate: £4.81 per hour (up from £4.30).</li> </ul> <p>Statutory sick pay will rise to £99.35 per week (up from £96.35) on 6 April 2022.</p> <p>Statutory maternity, paternity, adoption, shared parental and parental bereavement pay will rise to £156.66 per week (up from £151.97) on 11 April 2022.</p>	Increases come into force on 1, 6 and 11 April 2022.
2.	Increases to Employment Tribunal awards	<p><b>Increases to Employment Tribunal awards</b></p> <p>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 £544 per week. The new rate has yet to be announced.</p> <p>The maximum compensatory award for unfair dismissal is also expected to increase from the current rate of £89,493. The new rate has yet to be announced.</p>	Increases expected to come into force on 6 April 2022.