



HR NEWS

It's been another year of changes and working differently, but hopefully, 2022 brings with it a full year and beyond of getting back to the new normal.

As with any year though it is vital to keep up to date with the employment law changes that are happening, ensuring they are implemented in your business if required.

Here are some important employment law changes that have already been confirmed, with maybe more to come in the next month.

MANDATORY COVID VACCINATIONS

Since November 2021, care homes in the UK can only allow vaccinated persons to enter their settings.

From April 2022, this legal requirement will extend to the wider health and social care setting and will also apply to staff working in GP practices and hospitals.

NATIONAL MINIMUM WAGE

UK employers see changes to National Minimum Wage in force starting April 2022, and the new rates are:

- £9.50 for employees aged over 22
- £9.18 for employees aged 21-22
- £6.83 for employees aged 18-20
- £4.81 for employees aged 16-17 and for apprentices
- £8.70 as accommodation offset

We see the biggest increase, of almost 12%, to the apprenticeship rate, in line with the government programme to boost work-based education.

Make sure you update the wages you pay your employees and any apprentices you might decide to take on board.

Don't risk getting caught in the wrong and see yourself included in the name and shame government initiatives.

DIGITAL RIGHT TO WORK

This system was in place during the pandemic and will come back into play from April 2022.

As with any employment law changes it is vital that you understand what it means for you and if you need to make any changes to how you run your business.

We will be running several **FREE** employment law updates in April and will send out the details for you to register shortly.

Have a particular concern? [Email us today](#) to see how we can help you.