

BDBF'S 2021 Employment Law Tracker

```
[et_pb_section fb_built="1" _builder_version="3.0.100"
background_image="http://davidk423.sg-host.com/wp-content/uploads/2017/09/bdbf_final-stages-1-4-1.jpg" custom_padding="|||"
global_module="2165" saved_tabs="all"] [et_pb_row
_builder_version="3.25" custom_padding="|||"] [et_pb_column
type="4_4" _builder_version="3.25" custom_padding="|||"
custom_padding__hover="|||"] [et_pb_text
_builder_version="3.27.4" background_layout="dark"
custom_margin="0px|||" custom_padding="0px|||"]
```

Employment Law News

```
[/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"] [et_pb_row admin_label="row"
_builder_version="3.25" background_size="initial"
background_position="top_left"
background_repeat="repeat"] [et_pb_column type="4_4"
_builder_version="3.25" custom_padding="|||"
custom_padding__hover="|||"] [et_pb_text
_builder_version="4.7.4" text_orientation="justified"
hover_enabled="0" use_border_color="off" sticky_enabled="0"]
```

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

```
[/et_pb_text][et_pb_image
src="http://davidk423.sg-host.com/wp-content/uploads/2020/12/2021-Employment-Law-Tracker-PDF-FINAL-1.jpg" title_text="2021-Employment-Law-Tracker-PDF-(FINAL)-1"
url="http://davidk423.sg-host.com/wp-content/uploads/2020/12/2021-Employment-Law-Tracker-PDF-FINAL.pdf" url_new_window="on"]
```

```

_builder_version="4.7.4" _module_preset="default"
hover_enabled="0" border_width_all="1px"
border_color_all="#159687" align="center"
sticky_enabled="0"][/et_pb_image][et_pb_text
_builder_version="4.7.4" text_orientation="justified"
use_border_color="off"]

```

If your business needs advice on preparing for any of these changes please contact Amanda Steadman (amandasteadman@bdbf.co.uk) or your usual BDBF contact.

```

[/et_pb_text][et_pb_column][et_pb_row][et_pb_section][et_pb
_section fb_built="1" _builder_version="3.26.6"][et_pb_row
_builder_version="3.26.6"][et_pb_column type="4_4"
_builder_version="3.26.6"][/et_pb_column][et_pb_row][et_pb_s
ection]

```



BDBF'S 2021 EMPLOYMENT LAW TRACKER

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.	Immigration rules	<p>Significant change to the rights of EEA nationals to work in the UK</p> <p>Free movement rights for EEA nationals end on 31 December 2020, meaning they will no longer have an automatic right to live and work in the UK. EEA nationals already based in the UK prior to 1 January 2021 may apply for either Settled Status or Pre-Settled Status before 30 June 2021.</p> <p>From 1 January 2021, EEA nationals (and nationals of other countries) wishing to come to the UK to work will need to be sponsored by a UK employer under the new points-based based immigration system. In order to sponsor a worker, the employer must hold a licence issued by the Home Office. Workers must meet salary and skills thresholds in order to qualify for sponsorship. Further guidance on the points-based immigration system is available here.</p>	1 January 2021
2.	Furlough scheme	<p>New phase of the furlough scheme</p> <p>The current phase of the Coronavirus Job Retention Scheme (aka furlough) started running on 1 November 2020 and finishes on 31 January 2021. Under this phase of the furlough scheme, employers do not have to contribute towards the wages of furloughed employees for any unworked hours and may claim a grant of 80% of the employee's pay, capped at £2,500 per month.</p> <p>The Government has indicated that it will review the furlough scheme in January and that the fourth phase of the scheme will run between 1 February 2021 and 31 March 2021. The rules governing the fourth phase of the scheme have yet to be published, but it is widely expected that the Government will reduce their contribution to furloughed employees' wages and require</p>	1 February 2021