

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	<p>Increase to national minimum wage rates and other statutory payments</p> <p>National minimum wage rates will rise on 1 April 2023 as follows:</p> <ul style="list-style-type: none"> • 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). <p>Statutory sick pay will rise on 10 April 2023 to £109.40 per week (up from £99.35 per week).</p> <p>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).</p>	<p>National minimum wage rate increases come into force on 1 April 2023.</p> <p>Statutory sick pay and family leave pay increases due to come into force on 10 April 2023.</p>
2. Increases to Employment Tribunal awards	<p>Increases to Employment Tribunal awards</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 £571 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 £93,878. The new rate has yet to be announced.</p>	<p>Increases expected to come into force on 6 April 2023.</p>