



2022: The HR year ahead

13 January 2022





Introductions

Presenters



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HR Knowledge Manager



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Head of Client Services



Technical support



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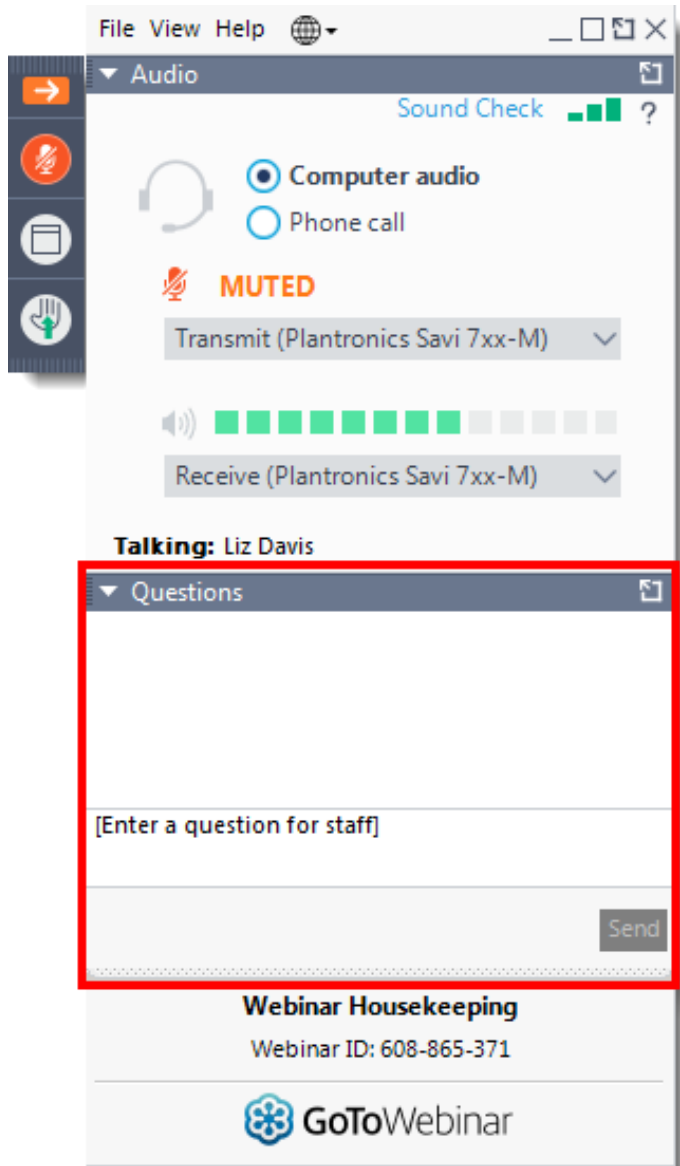




A group of diverse people are seated in a meeting or classroom setting. In the center, a man with a beard and glasses, wearing a grey cardigan, has his right hand raised. To his left, a woman with long dark hair is looking towards him. To his right, a woman with long blonde hair is also looking towards him. In the background, other people are visible, some looking towards the front. The scene is brightly lit with indoor plants and bookshelves in the background.

How to ask questions

GoToWebinar Housekeeping: Time for Questions



Your Participation

- Please continue to submit your text questions and comments using the Questions panel





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Agenda

- **Employment Legislation in 2022**
- Case rulings to look out for
- Key policy areas for 2022
- Q&A



Employment legislation in 2022

- What to expect in 2022:

Implementation Date	Legislation
30 March (public sector) & 4 April (private sector)	Gender Pay Report
1 April	The Health and Social Care Act 2008 (Regulated Activities) (Amendment) (Coronavirus) (No. 2) Regulations 2022
1 April	National Minimum Wage
1 April	Trade Union Act 2016
6 April	Statutory Sick Pay
6 April	Statutory redundancy pay
6 April	National Insurance increase
11 April	Statutory rates

Employment legislation in 2022

- Gender pay report:
 - Private and sector organisations must publish their gender pay gap reports, which focus on the 12 month period
- The Health and Social Care Act 2008 (regulated activities) (amendment) (coronavirus) (no.2) Regulations 2022
- National Minimum Wage
 - £9.50 (aged 23 years +)
 - £9.18 (aged 21 to 23)
 - £6.83 (aged 18 to 20)
 - £4.81 (aged 16 to 17 and apprentices)

Employment legislation in 2022

- Trade Union Act 2016
- Statutory sick pay
 - £99.35 per week
- Statutory redundancy pay
 - £ to be announced in February (currently £544 per week)
- Statutory rates
 - SAP, SMP, SPP, SSPP, SPBP
 - £156.66 per week
- National Insurance increase of 1.25%
- 2022 Bank Holidays

Employment legislation – 2022?

Future legislative changes – date unknown	Key
Employment Bill	<ul style="list-style-type: none"> • New body to enforce NMW breaches and Modern Slavery • Workers to receive tips in full • Right to request a more predictable contract • Extend current rights that are in place for pregnant workers • Neonatal leave • Unpaid carers leave • Right to request FWR from day 1 of employment
Police, Crime, Sentencing and Courts Bill	<ul style="list-style-type: none"> • Reducing the time for certain convictions to be spent so they are not automatically disclosed on employment checks • Changes not to apply to convictions relating to serious sexual, violent or terrorist offences where the sentence was 4+ years
Professional Qualifications Bill	<ul style="list-style-type: none"> • New framework for recognising qualifications overseas
Public sector exit payments – clawback	<ul style="list-style-type: none"> • Prevent some public sector employees from keeping exit payments when they return quickly to the same area
Sunday trading – protection for shop workers	<ul style="list-style-type: none"> • Duties on employers to notify employees of their rights about Sunday working • Extend the rights of shop workers to opt out of Sunday working relating to additional hours under the contract
Bill of Rights	<ul style="list-style-type: none"> • Would replace the Human Rights Act 1998

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Case rulings to look out for

The Harper Trust v Lesley Brazel & Unison

Case rulings to look out for

Rodgers v Leeds Laser Cutting Ltd

Case rulings to look out for

Smith v Pimlico Plumbers

2021

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Key policy areas for 2022

Corporate social responsibility (CSR)

Key policy areas for 2022

**Corporate social
responsibility
(CSR)**

**Hybrid
working**

Key policy areas for 2022

**Corporate social
responsibility
(CSR)**

Family friendly

Hybrid working

Key policy areas for 2022

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Modern Slavery

Key policy areas for 2022

**Corporate
social
responsibility
(CSR)**

**Family
friendly**

**Diversity and
inclusion**

Hybrid working

Modern slavery

Key policy areas for 2022

**Corporate
social
responsibility**

**Family
friendly**

**Diversity and
inclusion**

**Hybrid
working**

**Modern
slavery**

**Pay
policies**

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ILM TRAINING COURSES

ILM Level 3 Award in Leadership and Management (Online)

This ILM Level 3 Award is for those who have management responsibilities but no formal training. Ideal for team leaders who will be leading people through organisational change, budget cuts or other pressures.

- LM 3 Session 1: 02 February, Wednesday | 9.30am – 1pm**
- ILM 3 Session 2: 09 February, Wednesday | 9.30am – 1pm**
- ILM 3 Session 3: 16 February, Wednesday | 9.30am – 1pm**
- ILM 3 Session 4: 23 February, Wednesday | 9.30am – 1pm**
- ILM 3 Session 5: 02 March, Wednesday | 9.30am – 1pm**
- ILM 3 Session 6: 09 March, Wednesday | 9.30am – 1pm**

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ILM TRAINING COURSES

ILM Level 5 Award in Leadership and Management (Online)

This qualification is designed for project managers, department heads, and other middle managers. Ideal to develop your skills and experience, improve your performance and prepare for senior management responsibilities.

- ILM 5 Session 1:** 15 March, Tuesday | 9.30am – 1pm
- ILM 5 Session 2:** 22 March, Tuesday | 9.30am – 1pm
- ILM 5 Session 3:** 29 March, Tuesday | 9.30am – 1pm
- ILM 5 Session 4:** 06 April, Wednesday | 9.30am – 1pm
- ILM 5 Session 5:** 26 April, Tuesday | 9.30am – 1pm
- ILM 5 Session 6:** 10 May, Tuesday | 9.30 am – 1pm
- ILM 5 Session 7:** 17 May, Tuesday | 9.30am – 1pm
- ILM 5 Session 8:** 24 May, Tuesday | 9.30am – 1pm

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TRAINING COURSES

HR, Management & Development (Online)

- * **Equality, Inclusion & Diversity** 25 November, Thursday | 9.30am – 1pm
- * **Disciplinary & Grievance** 1 December, Wednesday | 9.30am – 1pm

* **Continuing Professional Development (CPD)**

Book Now!

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TRAINING COURSES

Health & Safety Training Courses (In person)

- Level 2 Mental Health First Aid** 23 November, Tuesday | 9.30am – 4.30pm
- Level 2 Fire Safety/Fire Marshal** 7 December, Tuesday | 9.30am – 4.30pm
- Emergency First Aid at Work** 15 December, Wednesday | 9.30am – 4.30pm
- Level 2 Food Safety** 11 January, Tuesday | 9.30am – 4.30pm

Book Now!

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UPCOMING WEBINARS

HR Webinars

Why employee retention is key to success and what you can do to improve it
10 February, Thursday | 10am – 11am

The importance of welfare meetings: advice and guidance for line managers
10 March, Thursday | 10am – 11am

Disciplinary process – how to write legally compliant conduct allegations
14 April, Thursday | 10am – 11am

Save your spot!

HR Knowledge Base | Events

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UPCOMING WEBINARS

Health & Safety Webinars

Health and Safety at Work: An introduction into mental health first aid
27 January, Thursday | 12 noon – 1pm

Health and Safety at Work: Why do we bother with health and safety?
24 February, Thursday | 12 noon – 1pm

Health and Safety at Work: An introduction to food safety
21 April, Thursday | 12 noon – 1pm

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FEEDBACK

MATTERS

TO US

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