

iGlobal Law : 2022 Annual Update : United Kingdom

Legal Change	Effective Date	Action required
<p>Employment Bill</p> <p>Announced in 2019 this bill was delayed and publication is now expected, although not guaranteed, in 2022. This is despite the bill not being included in the Queen's speech in 2021.</p> <p>It is expected that the Bill will make changes to labour market enforcement, payments of tips and service charges, protection of vulnerable workers, contract rights for variable and unpredictable hours workers, redundancy protection during pregnancy, parental leave for children in neonatal care and right to leave for carers.</p> <p>The consultation on flexible working also concluded on 1 December 2021 and the Government will publish the response and legislative proposals. It is expected that changes will be incorporated into this bill.</p> <p>Following the response from the Government to the consultation on creating a single labour market enforcement body, it expected that the statutory changes for bringing this in will be incorporated into this bill. The overriding objective of the creation of the body is to "significantly improve the Government's ability to protect vulnerable workers and ensure they receive their employment rights".</p>	<p>Publication date has not yet been announced but is expected in 2022.</p>	<p>Nothing at this stage but keep an eye out for the draft legislation.</p>
<p>Workplace sexual harassment</p> <p>A response from the Government was published on 21 July 2021 and as a result a duty on employers to prevent sexual harassment is intended to be introduced. Explicit protections from third-party harassment will also be introduced.</p> <p>It was also recognised in the response that the three month time limit for bringing a sexual harassment case in the Employment Tribunal can be a short time frame and so the Government will be looking closely at changing this to six months.</p>	<p>No date yet but anticipated in 2022.</p>	<p>Employers can look to review policies with this in mind (that the onus is going to be on the employer).</p>
<p>Mandatory vaccination</p> <p>Mandatory vaccination for care home workers in CQC-registered care homes in England was introduced on 11 November 2021.</p> <p>It was announced on 9 November 2021 that "Health and social care workers, including volunteers who</p>	<p>Spring 2022 (enforcement beginning 1 April 2022).</p>	<p>Affected employers may want to ensure their staff are informed of this requirement.</p>

<p>have face-to-face contact with service users, will need to provide evidence they have been fully vaccinated against COVID-19 in order to be deployed". Such workers include "such as doctors, nurses, dentists and domiciliary care workers, unless they are exempt". There is a 12 week grace period between the regulations being made, to allow people to get vaccinated, and enforcement (which will begin on 1 April 2022).</p>		
<p>Gender Pay Reporting</p> <p>Deadlines for gender pay reporting were extended due to Covid-19 in 2021 to 5 October 2021. The deadline for 2022 are yet to be confirmed.</p> <p>A review of the impact of the reporting requirements, and whether they have achieved their objective, is expected in 2022.</p>	<p>2022</p>	<p>Employers should ensure that they have their house in order in the event the deadlines revert to earlier in the year.</p>