

Welcome to our latest Newsletter - COVID-19 headlines.....

Coronavirus continues to claim much of the news and as we move through the government's plans for lockdown easing it's useful to stay alert to key issues.

- Guidance on workplace opening can be found here:
- <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19>
- Health & Safety considerations remain paramount: <https://www.hse.gov.uk/coronavirus/roadmap-further-guidance.htm>

Risk assessments may be necessary for both generic activity and individual concerns. Re-training and/or display screen equipment assessments may also be required

Get in touch we can help. We also have Health & Safety / Occupational Health partners who can offer additional support and assistance.

Reminders.....

Contracts:

With all eyes on the pandemic it remains appropriate to take the time to check that you're up to date with your legislative responsibilities and that your employment contracts reflect the April 2020 changes.

In addition, IR35 legislation reminds us all that there should be written contracts in place with any contractors/workers engaged by your business.

IR35 – Off Payroll Working :

From 6 April 2021 the rules for engaging individuals through personal service companies or other intermediaries has changed.

Responsibility for working out whether or not the off-payroll working rules (IR35) apply moved to the organisation receiving an individual's services.

You should make sure you:

- understand the impact of the changes on your organisation
- have taken any actions you need to take

Government guidance can be found here:

<https://www.gov.uk/guidance/understanding-off-payroll-working-ir35>

Right to Work Checks :

Ensure you understand your responsibilities in respect of the EU Settled Status Scheme.

Further details are available here:

<https://www.gov.uk/government/publications/eu-settlement-scheme-introduction-for-employers/eu-settlement-scheme-introduction-for-employers>

Lockdown easing

As we've previously highlighted, returning to a more familiar working environment for many presents the opportunity for employers to 'reset the compass' in relation to processes or procedures that may previously have become lax.

If you're unsure as to how to go about achieving this **Get in Touch** – we'd love to help and sometimes those quick wins are easier than you'd imagine.

Equally, if protracted alteration to working practices is creating challenges in the workplace please **Get in Touch** – we can help in addressing any of the people related issues you're facing.

Lastly, if you have staff who continue to work from home don't overlook the Health & Safety responsibilities that accompany the situation – please consider whether the correct risk assessments and overviews are in place for things such as workstations (DSE assessments and eyecare provisions), lone working, new and expectant mothers, sickness absence etc.

Get in Touch

Employment Law Updates – April 2021

From 1 April 2021:

National minimum wage rates increased. As a reminder, the new rates are as follows:

| | |
|--------------------------------------------------------------------------|---------------|
| Workers aged 23 and over (National Living Wage) | £8.91 an hour |
| Workers aged 21-22 | £8.36 an hour |
| Development rates for workers aged 18–20 | £6.56 an hour |
| Young workers rate for workers aged 16–17 | £4.62 an hour |
| Apprentices under 19, or over 19 and in first year of the apprenticeship | £4.30 an hour |

The National Living Wage, the highest rate for the minimum wage, has been widened to all those over 23yrs. <https://www.gov.uk/guidance/rates-and-thresholds-for-employers-2021-to-2022>

From 4 April 2021:

Rates for statutory maternity, paternity, adoption, parental bereavement and shared parental pay increased from £151.20 to £151.97 per week. Additionally, the rate of statutory sick pay (SSP) increased from £95.85 to £96.35 per week from 6 April 2021.

The average an employees must earn to receive these payments remains the same, at £120 pw.

Employment tribunal compensation rates increased from 6 April 2021.

From 6 April, 2021

Max week's pay for redundancy pay purposes: up from £538 to £544

Statutory guarantee pay: staying at £30.

This means that:

Maximum statutory redundancy pay is £16,320

Maximum unfair dismissal basic award pay is £16,320

Unfair dismissal compensatory award is a max. of 52 weeks' pay, subject to new max. of: £89,493.

People Magic update.....

Opening hours

Recognising that more and more of our clients are businesses that don't always work standard office hours, we have proactively extended our opening hours so that we can be available to provide support when it's needed most. Our core hours are still Monday to Friday 8am – 6pm but for any urgent need you can contact us 7 days a week, 8am – 10pm.

Social Media – [please follow us!](#)

We are actively developing our presence on Social Media channels and you can find us on:

LinkedIn: <https://www.linkedin.com/company/26193851/>

Facebook: https://www.facebook.com/People-Magic-110395884199212/?modal=admin_todo_tour

Instagram: <https://www.instagram.com/peplemagic.co.uk/>

Please take a moment to
connect and follow us.



You can reach us via the
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We look forward to hearing from
you

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