



Employment Legislation Update - 2021

Please find below Employment Law changes effective from April 2021:

• **National Minimum Wage**

On 1 April 2021 the National Minimum Wage will increase as follows:

<u>Age Group</u>	<u>April 2020</u>	<u>April 2021</u>
National Living Wage 23+	£ 8.72	£ 8.91
National Minimum Wage (21-22)	£ 8.20	£ 8.36
National Minimum Wage (18-20)	£ 6.15	£ 6.56
National Minimum Wage (16-17)	£ 4.55	£ 4.62
National Minimum Wage (Apprentice)	£ 4.15	£ 4.30

The National Living Wage threshold is lowering to include all those ages 23 and over. Currently, the NLW is payable only to people who are aged 25 and over.

• **Statutory Maternity, Paternity, Adoption, Shared Parental Pay**

On 4 April 2012 the weekly rate for Statutory Maternity, Paternity, Adoption and Shared Parental Pay increased as follows:

	<u>2020-2021</u>	<u>2021-2022</u>
Earnings Threshold	£ 120.00	£ 120.00
Statutory Pay	£ 151.20	£ 151.97

• **Statutory Sick Pay**

On 6 April 2021 the weekly rate for Statutory Sick Pay increased as follows:

	<u>2020-2021</u>	<u>2021-2022</u>
Earnings Threshold	£ 120.00	£ 120.00
Standard SSP Rate	£ 95.85	£ 96.35

• **Statutory Redundancy Pay**

The Statutory maximum weekly amount for redundancy calculations is £544.00 from 6 April 2021.

• **Flexible Furlough Scheme:**

The Flexible Furlough Scheme has been extended until 30 September 2021.

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Employee's Returning to Work

For a safe return to the workplace, Employers must consider their risk management approaches to safeguard employees' health and minimise the risk of infection, basing plans on up-to-date Government and Public Health guidance.

It is important to regularly communicate to employees the practical measures you are taking to help reassure them that their health, wellbeing and safety is a priority. Make sure they are clear about the rules and procedures in place that they should follow both in the workplace and at home, especially if they begin to feel unwell.

You will need to review your workplace and consider:

- Can you maintain a safe distance between each other?
- How will you manage meetings and interviews?
- Any arrangements for communal areas eg. canteen/kitchens.



Other Considerations

Remote meeting facilities:

- Remote meeting facilities and video-conferencing should be encouraged wherever possible to minimise the need for employees to travel and/or use public transport.

Re-induction process for returning employees:

- Encourage and support Managers to have a "one to one" return meetings with every employee, where a key focus is on health, safety and well-being. Managers should have a sensitive and open discussion with every individual and discuss any adjustments and/or ongoing support to facilitate an effective return to the workplace.

Mental Health in the Workplace

Mental Health continues to be a concern during the pandemic. Employers should support employees who are experiencing or recovering from mental health issues to ensure employees with a mental health issues can make a positive contribution to work.

Managers play a crucial role in supporting employees wellbeing. A Manager should be approachable and available to encourage employees to talk to them if they are having problems. Having regular "one-ones" are useful to check on how work is going and what support is required.

Managing mental health effectively can reduce long term absence, increase employee morale and productivity so time invested with your employees is time well spent!



Bank Holidays

2 April 2021 - Good Friday

5 April 2021 - Easter Monday

3 May 2021 - Early May Bank Holiday

31 May 2021 - Spring Bank Holiday

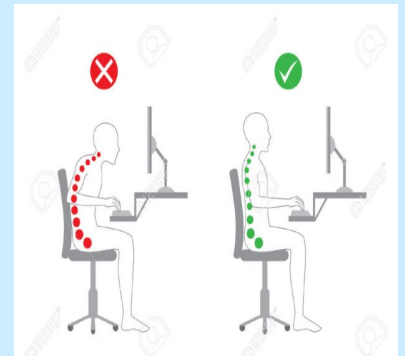




Good Posture at Home

Employees working from home can make easy adjustments to their work area at home. They should help avoid poor posture. Here are a few positioning changes that you can recommend they try:

- Avoid sitting/laying on your couch with a laptop computer.
- Sit at a desk or table where possible.
- Ensure the computer screen is directly in front of you.
- Adjust your chair height so you can use the keyboard with your wrists and forearms straight and level with the floor. Use a cushion if chair not adjustable.
- Feet should be supported using a foot rest or placed on the ground.
- Position of your head approximately an arms length away from the screen.
- Avoid sitting for longer than an hour at a time, taking a short break
- Do some simple stretches.



First Aid during Covid-19

The following information is based on guidance from the Health and Safety Executive (HSE).

- Check your First Aid Risk Assessment is up to date. You should discuss the Risk Assessment with your First Aiders so they are confident about providing the correct assistance.
- First Aiders should try to assist at a safe distance from the casualty as much as they can and minimise the time sharing a breathing zone. If they are capable, the First Aider should tell the casualty to do things for them, but treating the casualty properly should be their first concern.
- Ensure there is still First Aid cover within the workplace and that refresher training that is due is undertaken as soon as possible.



HSE Visits



The Health and Safety Executive (HSE) are carrying out spot checks and inspections on all types of businesses in all areas to ensure they are Covid secure. Ensure you have the following in place:

- An up-to-date Covid-19 Risk Assessment .
- Correct signage is displayed at the premises.
- Social distancing is practiced and the workplace is cleaned regularly.

If you receive a call or visit from the HSE, you should co-operate fully in the spot check as failure to do so could lead to a fine of up to £10 000.00 for any breaches.



Highline Scaffolding

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Additionally, Scaffolding can be provided for domestic use such as gutter repairs, roofing works, window replacement and painting. They provide and erect the scaffolding, then give you a full briefing, so that you can confidently and safely get your work done.

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For further information please contact :
Highline Scaffolding on 07879 918691 or visit their website
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Barnstondale



BARNSTONDALE CENTRE

Barnstondale Centre is a children's charity, based in Wirral, serving the diverse communities of Merseyside and beyond. The centre offers a wide range of indoor and outdoor facilities including classrooms, conference room, adventure playgrounds, sensory gardens and much more.

The Centre provides a natural setting for personal development, through sport and adventure, study and reflection whilst offering a safe, supportive and stimulating environment for young people from all walks of life, including those with a range of disabilities.

Barnstondale are passionate about transforming the lives of young people. Team leaders and trained instructors challenge and motivate participants through a variety of indoor and outdoor activities, building confidence and encouraging cooperation.

For further information please contact :
Barnstondale on 0151 648 1412 or visit their website
at www.barnstondale.org