

AdviserPlus HR

Employment Law Update

March 2019

What's New this Month

Increase to the awards for injury to feelings

The Government have announced that the compensation a tribunal can award for injury to feelings in discrimination cases – known as the Vento bands – will increase on 6th April 2019.

Upcoming Legislation Updates

30 March 2019

EU citizens who arrive in the UK on or after 30 March 2019

Temporary transitional rules will apply between 30 March 2019 and 31 December 2020 which mean EU citizens may stay for up to 3 months without a visa and are permitted to study/work. Those wanting to stay longer will be able to apply for a non-extendable three-year visa which will permit study/work.

After the transition period, all visa applications will fall under the new skills-based immigration system which is planned to take effect from 1 January 2021 and will be applied equally to EU and non-EU nationals.

4 April 2019

Gender Pay Gap Reporting

Private organisations with 250 or more employees will again be required to publish their gender pay gap figures on the 4th April 2019.

Although employers will be reporting for the second time, this year will be the true test as figures are expected to be heavily scrutinised in order to determine whether efforts to address any significant pay disparity highlighted in 2018 have been successful.

6 April 2019

Injury to feelings (Vento bands) increase

The Government have announced that the compensation a tribunal can award for injury to feelings in discrimination cases – known as the Vento bands – will increase in line with the retail price index. The most serious cases (upper band) will attract an award between £26, 300 to £44, 000.

Cases that do not merit an award in the upper banding will attract compensation ranging from £8,800 - £26, 300. The level of compensation in less serious cases will range from £900 to £8,800. Awards in excess of £44,000 will be awarded only in the most exceptional cases

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To be confirmed

Technical Amendments to ensure smooth Brexit

The UK Government will introduce legislation to ensure that employment laws continue to operate efficiently on day in which the UK will leave the EU. The legislation makes minor technical changes, including removing inappropriate language and references. The latest versions of the Regulations to be published are:

[Employment Rights \(Amendment\) \(EU Exit\) Regulations 2018 \(SI 2019/535\);](#)

[Employment Rights \(Amendment\) \(EU Exit\) \(No.2\) Regulations 2018; \(Draft\)](#)

[Insolvency \(Amendment\) \(EU Exit\) Regulations 2019 \(SI 2019/146\);](#)

[Employment Rights \(Amendment\) \(Northern Ireland\) \(EU Exit\) Regulations 2018;](#)

[Employment Rights \(Amendment\) \(Northern Ireland\) \(EU Exit\) \(No.2\) Regulations 2018.\(Draft\)](#)