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Time to Review your Legal Affairs

By David Scott, Head of Employment Law

We don't think twice about having our car or boiler serviced on a regular basis. We know by doing this we have the assurance that things will keep working as they should and spot any problems that might need fixing.

The same applies to your legal affairs, whether that be your personal matters such as your Will or your business affairs, for example ensuring that you meet the latest HR and employment law requirements. A yearly check will help you know you are compliant as well as identifying any issues you may want to address in the year ahead.

But isn't it expensive to do that? Just like servicing your car, it is always cheaper to be proactive than reactive. It also allows you the time to make any necessary changes when it best suits your business.

Did you know of the changes that are coming in April 2022? From 1st April 2022

- The National Minimum Wage and the National Living Wage rate increases.

From 3rd April 2022

- Statutory Maternity Pay increases from £151.97 to £156.66 per week.

- There are similar changes to Statutory Paternity Pay, Statutory Shared Parental Pay, Statutory Adoption Pay and Statutory Parental Bereavement Pay.

From 6th April 2022

- Statutory Sick Pay (SSP) increases from £96.35 to £99.35 per week.

- A week's pay (used to calculate statutory redundancy) increases from £544 to £571.

- The maximum compensatory award for unfair dismissal increases from £89,493 to £93,878.

Keeping up to date is vital, but also very simple.

Just join Hethertons' Business Support Unit Newswire at www.hethertons.co.uk/our-services/services-for-businesses.

Special Offer

If you would like a Free review of your business's contracts of employment and handbook, just call 01904 528200 or email law@hethertons.co.uk and quote **LL22**.

