



HR for Business

April 2023

WHAT YOU NEED TO KNOW

April 2023 employment law changes:

30 March / 4 April: Publish your gender pay gap report:

Organisations with a headcount of 250 or more have 12 months to publish their gender pay gap figures from the relevant snapshot date – 31 March for the public sector and 5 April for the private and voluntary sectors.

This means that the gender pay gap reporting deadline is 30 March 2023 for public-sector employers and 4 April 2023 for private-sector and voluntary-sector employers.

Organisations must publish reports on their website and on the gender pay gap reporting portal on the GOV.UK website.

Employers can choose to provide a narrative around any gender pay gap, including providing an explanation for their pay gap and setting out what steps they are taking to reduce the gap.

1 April: Comply with national minimum wage rises

The rates of the national minimum wage increase on 1 April 2023. The hourly rates of the minimum wage increase from:

- £9.50 to £10.42 for workers aged 23 and over (the national living wage);
- £9.18 to £10.18 for workers aged 21 or 22;
- £6.83 to £7.49 for workers aged 18 to 20;
- £4.80 to £5.28 for workers aged under 18 who are no longer of compulsory school age; and
- £4.81 to £5.28 for apprentices under 19, or over 19 and in the first year of the apprenticeship.

Employers should check their pay rates against the new minimum wage rates and ensure that, where necessary, they increase remuneration for the first pay reference period beginning on or after 1 April 2023.

2 and 6 April: Increase statutory family-related pay and sick pay:

The weekly rates of statutory maternity, adoption, paternity, shared parental and parental bereavement pay increase to £172.48, up from £156.66.

The weekly rate of statutory sick pay also rises on 6 April 2023. The new rate is £109.40, up from £99.35.

It is up to HR to make sure that staff on maternity, paternity, adoption, shared parental and parental bereavement leave, and staff on sick leave, are paid these statutory minimum rates.

HR professionals also need to review their policies and documents that mention the rates, such as their maternity policies and sickness absence procedures.

6 April: Lower Earnings Limit, Compensation Limits, Statutory Guarantee Pay & Weekly Redundancy Payments:

The Lower Earnings Limit, which is the amount over which must be earned to qualify for many employment-related statutory payments, will remain the same as the 2022/23 rate of £123.

The following increases will also come into force on 6th April 2023:

- Limit on guarantee payments increases from £31 to £35
- Limit on a week's pay for calculating redundancy and unfair dismissal award increases from £571 to £643
- Maximum basic award for unfair dismissal and statutory redundancy payment (30 weeks' pay subject to the limit on week's pay) increases from £17,130 to £19,290
- Maximum compensatory award for unfair dismissal – subject to a maximum cap of a year's pay – increases from £93,878 to £105,707

For further advice of any of the above changes or any employment related matters, please contact Claire Cole on 01905 726600 or email claire.cole@hwhlaw.co.uk

The contents of this article are for purposes of general awareness only. They do not purport to constitute legal or professional advice. Readers should not act on the basis of the information included and should take appropriate professional advice upon their own particular circumstances.