

# Key Employment Law Dates For 2017

## In the know

**2017 will be a significant year in terms of new legislation and also important case law developments as they reach the Employment Tribunal. Here, we've set out the most important dates for an at-a-glance view of what to expect this year.**

### January

- Supreme Court will decide whether the Prime Minister must hold a vote in Parliament before Article 50 can be triggered to start the Brexit process;

### March

- Regulations on the details contained in the Trade Union Act which will reform the process for lawful strikes will come into force;
- Supreme Court will hear Unison's further appeal against Employment Tribunal fees. Unison is yet to be successful in its argument that the fee charging process is discriminatory and blocks the course of justice;
- Intended date for Article 50 to be triggered, beginning the Brexit process.

### April

- National Living Wage will increase to £7.50 per hour. Other National Minimum Wage rates will also increase;
- Weekly rate of statutory sick pay will increase to £89.35;
- Weekly rate of statutory maternity, paternity etc pay will increase to £140.98;
- Data snapshot for gender pay reporting purposes needs to be taken on 5th April (employers with 250+ employees);
- Apprenticeship levy comes into force, requiring employers with annual wage bill of £3million or more to pay into a digital apprenticeship account;

- It is expected by that by April, all Employment Tribunal judgments will be published online. Currently, only judgments at Employment Appeal Tribunal and above are online;

### May

- Court of Appeal will provide clarification on what "in the public interest" means for whistleblowing claims in *Chesterton Global v Nurmohamed*;
- 1000 people complained in the same period that they had not been given a written contract of employment.

### Other expectations

The following measures and case law developments are also expected, however, at this stage there is no timeframe attached to them:

- Cap of £95,000 on exit payment made to public sector workers introduced;
- Claw back of public sector exit payments introduced;
- Further measures of Trade Union Act 2016 introduced;
- Additional protection for shop workers who work, or can be required to work on Sundays to be introduced;
- 'Caste' discrimination to be included as an aspect of the protected characteristic of race in the Equality Act 2010;
- Decision in the Uber taxi driver case which declared that the drivers are workers will be heard by the Employment Appeal Tribunal.

*The content of this briefing is correct at the time of publishing.*

**Please contact the Business Support Helpline for advice on your specific situation before acting on the information in this article.**