

August 2021

In this issue, we look at some of the key employment law developments that have taken place over the past month. In particular, we examine gender pay gap reporting; the government's national disability strategy; increasing the normal minimum pension age; the right to disconnect; and breastfeeding in the workplace.

Countdown to the deadline for reporting gender pay information

August 2, 2021

United Kingdom: With the delayed 2021 gender pay gap reporting deadline of 4 October now fast approaching, we consider the importance of reporting gender pay gaps, how employers should deal with reporting on furloughed employees and the difference between the gender pay gap and equal pay.

Government launches National Disability Strategy

August 18, 2021

United Kingdom: The government launched its National Disability Strategy in July, setting out 100 practical commitments supported by £1.6 billion in funding.

Increasing the Normal Minimum Pension Age

August 19, 2021

United Kingdom: On 20 July 2021, the UK government published its policy paper (NMPA Policy) on the proposed increase of the normal minimum pension age (NMPA) from age 55 to age 57 with effect on and from 6 April 2028.

The "right to disconnect"— what is it, why is it important and how can you support your employees with their right to disconnect?

August 19, 2021

While the pandemic and the requirement to "work from home if you can" have brought greater flexibility to many, there have also been many reports of a "decrease in work-life balance", and an inability to truly "disconnect" from the job outside working hours. As we move forward into a hybrid working model, we explore how employees can be supported with their "right to disconnect", and why this is so important.

World Breastfeeding Week 2021 – how can employers support breastfeeding employees?

August 19, 2021

United Kingdom: World Breastfeeding Week 2021 took place between 1 and 7 August, providing the opportunity to

discuss how employers can support breastfeeding employees in the workplace.

UK People, Reward and Mobility Hub – blog posts

August 2021

Editor's top pick of the news this month.

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