

# UK People, Reward and Mobility Newsletter – January 2024

DENTONS

January 2024

In this edition, we look at some of the key employment law issues affecting our clients' workforces. In particular, we explore: the legislative developments and cases to look out for in 2024; resignations in the heat of the moment; changes to UK immigration rules for visitors; the ONS report on ethnicity pay gap statistics; and pension pots for life.

## The legislative developments to look out for in 2024

January 2024

**United Kingdom:** Contrary to some expectations in January, 2023 has seen substantial developments in employment law, underscored by government support for various Private Members' Bills. As we look ahead to 2024, the landscape appears equally dynamic.

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## Resignations "in the heat of the moment"

January 2024

**United Kingdom:** *Omar v Epping Forest District Citizen Advice* [2023]: The EAT has provided significant clarification on the principles related to resignation and dismissal in an employment context – in particular, "in the heat of the moment" resignations.

## Key immigration updates to UK visitor rules

January 2024

**United Kingdom:** The recent changes to the UK immigration rules have introduced more flexibility for business travel and remote working, altered the EU Settlement Scheme (EUSS) and expanded the Youth Mobility Scheme (YMS). These updates aim to facilitate intra-corporate activities and address the concerns of businesses.

## ONS publishes report on ethnicity pay gap statistics

January 2024

**United Kingdom:** The Office for National Statistics (ONS) has released its findings regarding the ethnicity pay gap in the UK, using data from the Annual Population Survey which ran between 2012 to 2022. The data confirms that the UK's ethnicity pay gap has persisted over this time, as some ethnic groups continue to earn less on average than their

White British counterparts.

## Pot for life: rationale, pros and cons

January 2024

**United Kingdom:** The DWP has issued a call for evidence on a lifetime provider model for pensions, or a "pot for life". If this solution is progressed, it will signal a significant shift for pension savers in the UK. In this article, we look at the rationale behind these proposals, as well as the potential pros and cons of such a system.

## UK People Reward and Mobility Hub - blog posts

January 2024

What else has been happening in the world of employment law this month? Read the posts from our blog to catch up.

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