



## HR Update

### January 2018

#### **What is changing?**

From 1 April 2018, the following will come into force:

- 1. National Living Wage** (applicable to workers aged 25 years and over) will increase from £7.50 to **£7.83** per hour
- 2. National Minimum Wage** (applicable to workers under the age of 25 years) will increase from:
  - a. £7.05 increases to **£7.38** per hour for those aged 21-24 years;
  - b. £5.60 increases to **£5.90** per hour for those aged 18-20 years;
  - c. £4.05 increases to **£4.20** per hour for those 16-17 years; and
  - d. £3.50 increases to **£3.70** per hour for apprentices who are under 19 years or who are over 19 years and in their first year of apprenticeship.
- 3. Statutory sick pay (SSP)** will increase from £89.35 to **£92.05** per week.
- 4. Maternity, paternity, adoption and shared parental pay rates** will increase from £140.98 to **£145.18** per week (or 90% of the employee's average weekly earnings, whichever is lower).

#### **What do I need to do?**

Ensure you pay the correct statutory rates from the 1 April 2018.

For the National Living Wage/National Minimum Wage, check the rates you are paying your workers and keep a record of the number of hours worked by each worker, e.g. timesheets, to ensure you are paying them, on average, at the least the minimum rates per hour.

Should you have any questions, require any further information or want to discuss requirements regarding the above statutory rates, please contact Jacqui Green or Ruth Barrows on 0116 366 9844 or email [jacqui@greensconsultancy.co.uk](mailto:jacqui@greensconsultancy.co.uk) or [ruth@greensconsultancy.co.uk](mailto:ruth@greensconsultancy.co.uk)