



October 2012

Human Resources & Health and Safety



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 Do you have difficulty understanding your legal and contractual responsibilities as an employer?
 Do employment problems keep you awake at night?

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Employment Law Update

From 1 October 2012;

National Minimum Wage increases;

The national minimum wage will increase as follows;

- The Adult rate rises from £6.08 to £6.19 per hour
- The rate for 18 to 20 year olds remains at £4.98 per hour
- The youth rate 16 to 17 year olds remains at £3.68 per hour
- The apprentice rate increases from £2.60 to £2.65 per hour, and the accommodation offset increases from £4.73 to £4.82 per day

Pensions auto-enrolment 'staging' begins;

In our January Employment Law Update we notified you that 'pension auto-enrolment' would begin on 1 October.

This means that from 1 October, employers will have to automatically enroll employees who are aged between 22 and the state pension age and who earn over £8,105 per year into a pension scheme within one month of their start date or within one month of their 22nd birthday.

Employees can opt out of the pension scheme by requesting an 'opt out notice' from the pension scheme but employee's who opt out will be automatically re-enrolled at 3 year intervals.

Employers may use a Company pension scheme or the governments new National Employment Savings Trust (NEST) which is a trust-based occupational pension scheme run by a new trustee corporation and aimed at moderate to low earners.

The date from which employers are required to auto-enroll their eligible employees (staging date) will depend upon the size of their PAYE scheme as follows;

Number of Individuals in PAYE Scheme

Staging Date

120,000 or more

1 October 2012

50,000 – 119,999	1 November 2012
30,000 – 49,999	1 January 2012
20,000 – 29,999	1 February 2013
10,000 – 19,999	1 March 2013
6,000 – 9,999	1 April 2013
4,100 – 5,999	1 May 2013
4,000 – 4,099	1 June 2013
3,000 – 3,999	1 July 2013
2,000 – 2,999	1 August 2013
1,250 – 1,999	1 September 2013
800 – 1,249	1 October 2013
500 – 799	1 November 2013
350 – 499	1 January 2014
250 – 349	1 February 2014
50 – 249	1 April 2014–1 April 2015
30 – 49	1 August 2015–1 October 2015
Fewer than 30	1 January 2016–1 April 2017

Next Steps

For some employers, the staging date may feel a long way off, however the amount of work and resource required to implement the required arrangements should not be underestimated and therefore it is advisable for employers to plan for auto-enrolment at least 12 months in advance of their staging date.

Further Advice

If you have any employee related problem which you would like to discuss in confidence then please don't hesitate to contact us; ehedley@hasslefreehr.co.uk for further advice and information.

For clarification of any of the above updates or for advice and guidance on any HR and/or Health and Safety Concerns contact us by emailing ehedley@hasslefreehr.co.uk or by calling 02476 664092.

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