

# hasslefree Human Resources & Health and Safety



hasslefree 

Do you employ staff?

## Employment Law Update March 2019

Please see below forthcoming legislation, effective during the month of April 2019:

### 1<sup>st</sup> April 2019

The annual increases to the **National Minimum Wage** are as follows:

- £3.90 per hour for apprentices aged under 19 years of age or aged 19 and over who are in the first year of their apprenticeship.
- £4.35 per hour for employees aged 16-17 years old.
- £6.15 per hour for employees aged 18-20 years old.
- £7.70 per hour for employees aged 21-24 years old.

The **National Living Wage** will also be increasing to £8.21 for employees aged 25 and over and the **Accommodation Offset** will increase to £7.55 per day.

### 4<sup>th</sup> April 2019

All private and voluntary sector employers with 250 or more employees are required to publish their second Gender Pay Gap report by no later than 4<sup>th</sup> April 2019, as required by the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**. In the same as 2018, the information published should be based on a “snapshot” date of 5<sup>th</sup> April each year.

### 6<sup>th</sup> April 2019

The rate of **Statutory Sick Pay** will increase on this date, going from £92.05 per week to £94.25 per week.



The minimum level of **employer and employee contributions required for pensions** in an auto-enrolment scheme will also increase. Employees' contributions will increase from 3% of their annual earnings to 5% of their annual earnings, and employer's contributions will increase from 2% of their employees' annual earnings to 3% of their employees' annual earnings.

Another employment law change taking place on this date is the increase in the maximum penalty that an Employment Tribunal can order for an aggravated breach of a worker's rights. The **Employment Rights (Miscellaneous Amendments) Regulations 2019** allow the maximum penalty for an aggravated breach to be raised from £5,000 to £20,000.

Similarly, the **Employment Rights (Increase of Limits) Order 2019**, which comes in to effect on the same date, will increase other statutory awards, as follows:

- The limit on a weeks' pay will increase to £525
- Statutory Guaranteed Pay will increase to £29 per day
- The maximum basic award for Unfair Dismissal and the maximum Statutory Redundancy Payment will increase to £15,750
- The maximum award for Unfair Dismissal will increase to £86,444

The **Employment Rights Act 1996 (Itemised Pay Statement) (Amendment) Order 2018** is the final aspect of employment law that comes in to force on this date. Created as a response to the Matthew Taylor review of modern working practices, this new legislation requires employers to provide employees and workers with an itemised pay statement when any salary or wages are paid. As well as being required to provide an itemised pay statement, employers are also required to ensure the payslip clearly states the number of hours the employee has worked during the period covered by the payslip. These new rules are being introduced to help ensure individuals are aware of how they have earned their money and also what, if any, deductions have been made, and why. Where an employer fails to do this, either in total or because the statement does not comply with the legislation, the employee will be able to bring the matter before an Employment Tribunal.

## 7<sup>th</sup> April 2019

On this date the rates for **Statutory Maternity Pay**, **Statutory Paternity Pay**, **Statutory Adoption Pay**, and **Statutory Shared Parental Leave Pay** will rise from £145.18 per week to £148.68 per week.

## How Can We Help?

If you have any queries relating to any of the above, please don't hesitate to contact us at [hradvice@hasslefreehr.co.uk](mailto:hRADVICE@hasslefreehr.co.uk)