

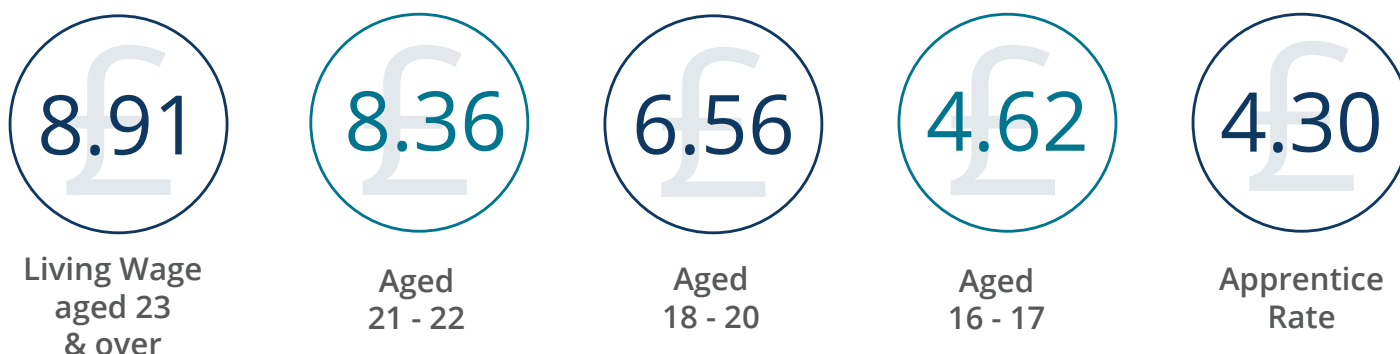
Changes to the National Minimum Wage & National Living Wage

The National Living Wage (NLW) currently is paid to workers aged 25 and over, **however this year it will be lowered to workers aged 23 and over.**



The National Minimum Wage and the National Living Wage set by the Government as the minimum a person can be paid for hours worked are due to increase on the 1st April 2021.

Rates from 1st April 2021



As with all payroll procedures, including wages, claims and benefits, NMW is no exception and proper records must be maintained and kept. There is a requirement under NMW regulations to maintain sufficient records to evidence that the NMW has been paid, for at least 3 years. It is a criminal offence not to do so. Bear in mind, there is a presumption that an employee has not been paid the NMW unless an employer can prove to the contrary.



Be mindful of Salary Sacrifice: for example this may be where employees opt for increased pension contribution or childcare vouchers by way of deduction from their gross salary. It is important that this must not take the employees average hourly pay below the NMW.

Talk to an advisor today

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