

February 2020

### **National Living Wage (NLW)**

From 1 April 2020 workers aged 25 and over must be paid a living wage of £8.72 per hour (an increase of 51p/hour).

Workers under 25 must be paid in line with the:

### **National Minimum Wage Hourly Rates**

These rates will increase from 1 April 2020 to:

Workers aged 21 -24	£8.20 (an increase of 50p/hour)
Workers aged 18-20	£6.45 (an increase of 30p/hour)
Workers under 18	£4.55 (an increase of 20p/hour)

### Apprentice Rate

£4.15 an hour (an increase of 25p/hour)

The Apprentice Rate is for apprentices under 19 and those aged 19 or over and in the first year of their apprenticeship.

All other apprentices are entitled to the National Minimum Wage for their age.

The next increase to these rates will be in April 2021.

**Having applied this increase remember to consider whether additional employees are now eligible workers for Automatic Enrolment. This applies to workers between 22 and state pension age earning more than £10,000 per annum or £192.00 per week. It applies even if it just a bonus or overtime that pushes them into this bracket for one or more pay periods.**

Should you have any queries relating to any of the above, please do not to hesitate to contact Denise.

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