

March 2019 Newsletter

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Employment law changes with effect from April 2019

Welcome to our March newsletter where we update on the upcoming employment law changes.

National Minimum Wage Increase

On 1 April the National Living Wage for over-25s increases from £7.83 to **£8.21**.

For those aged 21 to 24 it will increase from £7.38 to **£7.70**.

Year	25 and over	21 to 24	18 to 20	Under 18	Apprentice
2018	£7.83	£7.38	£5.90	£4.20	£3.70
2019	£8.21	£7.70	£6.15	£4.35	£3.90

Income Tax Threshold

In April the income tax threshold increases to £12,500. Those with an annual income of £12,500 will pay £130 less each year in tax.

Higher earners will see the threshold for the 40% rate of income tax go up to £50,000. Those on salaries over £46,351 a year but less than £100,000 could end up with an extra £730 in their back pocket.

Pension – Auto Enrolment Contributions

Current automatic enrolment requirements mean that employers must contribute a minimum of 2% of an eligible worker's pre-tax salary to their pension pot, with the employee contributing 3%.

From 6th April the employers contribution will increase to 3% and the employees contribution will increase to 5%.

If you haven't already done so, you should inform your employees



Welcome to our March Newsletter!

It's always lovely at this time of year to see the daffodils and crocuses pushing up through the soil!

Spring is a good time to spring clean your HR policies and procedures especially with changes to legislation on the horizon. It also may be a good time for business planning for the new year and resourcing new talent in the business.

We'd love to hear from you if you have any HR needs arising from issues in this newsletter, or if there are any HR issues we can help with.

Julie and Antonia

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of this change as it will impact on their take home pay.

Pay slips

Changes to the way employers issue pay slips will come into force on 6th April 2019 as from this date onwards the legal right to a pay slip will be extended to include those who are recognised as 'workers'.

From April, Employers are required to include the total number of hours worked on pay slips for employees whose wages vary depending on how much time they have worked. For example, if an employee work overtime the number of additional hours must be shown on the pay slip.

For government guidance on this issue please see the link below.

<https://www.gov.uk/government/publications/payslip-policy-a-guide-to-the-2019-legislation>

Brexit

With the final details on Brexit still being debated as we reach the end of March we will keep an eye on developments and will provide further guidance when we are in a position to do so.

If you have any questions about any of this new and updated legislation please do not hesitate to contact us.



About Green Light HR Solutions

Leeds HR Consultancy supporting small businesses. We understand the people management challenges you face on a day-to-day basis.

Run by Antonia Nicholls and Julie Shimmin, all the work is performed by us and we take pride in getting to know our clients so that we can provide a high quality and tailored service. We are fully CIPD Qualified with, between us, over 30 years experience of working in HR and managing staff in both the public and private sector.

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We are pleased to announce that we are an accredited partner of [BreatheHR systems](#).

Over 12 months ago, in response to clients asking if we provided an HR system, we hand picked BreatheHR as user-friendly software package designed for small businesses which automates many HR processes, enabling clients to securely store employee details and documents, calculate authorise and report on employee holiday and sick leave.

A number of our clients are already using BreatheHR. If you'd like to arrange a free demo please contact Antonia, Julie or [email us](#).

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