

# March 2025 Newsletter

## 2025 updates

Confirmed employment law changes - the details about minimum wage increases and Neonatal Leave and Pay.

## Your FAQ's

Answers to your most common questions - this month around HR legislation changes and benefits of outsourcing your HR support.

## DID YOU KNOW?

We offer training - on all things HR - whether it be absence management or new legislation - read on for more information.

## HR Help:

### What you need to know

## FAQ

### How can I ensure my business stays compliant with changing HR legislation?

Staying compliant is all about keeping up-to-date with the latest changes in employment law and implementing those changes across your processes. I recommend regularly reviewing your employee handbooks, policies, and contracts to ensure they align with current legislation.

Additionally, investing in ongoing training for your management team on key HR topics, such as sexual harassment or equality, is crucial to maintaining compliance.

### What are the benefits of outsourcing HR tasks for my business?

Outsourcing HR tasks allows you to focus on growing your business while ensuring you have expert support for essential HR functions like recruitment, compliance, and employee relations.

By outsourcing, you gain access to HR professionals who bring specialised knowledge, provide timely advice, and help streamline processes, all while saving you time and resources.

## WE CAN SUPPORT WITH TRAINING

We offer comprehensive training on all things HR, tailored to meet the needs of your business. Whether it's managing employee absence effectively, conducting appraisals, or navigating the complexities of new legislation, such as sexual harassment, our training sessions are designed to equip you and your team with the knowledge and tools needed to stay compliant and drive success.

We also provide management training to empower your managers to effectively handle basic HR processes, such as absence management and performance appraisals. Our expert-led sessions give managers the confidence and skills to deal with their teams in a consistent, fair, and professional manner, ultimately saving you time and money.

Let us support your growth with the right training at the right time.

[Get in touch today for more information](#)

## How can we support you?

At NCS HR Solutions, we offer flexible support tailored to your needs, whether on a retained, ongoing, or project basis.

As an independent HR consultant, we can support your business in a variety of ways, ensuring your HR processes are streamlined and compliant.

## Changes to The Neonatal Care (Leave and Pay) Act

This new legislation, that are coming into effect on 6 April 2025, introduces a statutory right for parents whose babies require neonatal care.

Here's a summary of the key points you need to know:

### Neonatal Care Leave:

- This is a "day one" right for employees, meaning there's no qualifying period.
- It applies to parents whose babies are admitted to hospital for medical or palliative care for at least seven consecutive days within the first 28 days after birth.
- The leave entitlement is up to 12 weeks, depending on how long the baby requires hospital care, and is in addition to existing parental leave entitlements.
- Neonatal care leave can be taken at any time within 68 weeks following the baby's birth.

### Neonatal Care Pay:

- To qualify for statutory neonatal care pay, employees must meet the following conditions:
  - Have at least 26 weeks of continuous service with their employer.
  - Earn at least the lower earnings limit.
- Pay is expected to align with the statutory rate for other family-related leave, ensuring consistency across various leave entitlements.

This change represents an important step in supporting parents during what can be an incredibly difficult and stressful time. This leave and pay ensures employees have the flexibility and support they need while navigating the challenges of neonatal care.

**If you have any questions or need assistance preparing for this new entitlement, we can help by creating new or updating your existing policies, revising your Employee Handbook, or offering guidance on how to best implement and communicate these changes with your team.**

## Increase in National Minimum wage next month

The National Living wage (also known as Minimum wage) increases announced to take effect in **April 2025**, business owners and HR teams need to ensure they're prepared to implement any changes that could affect your employees and overall business costs.

### **Here's what you need to know:**

- National Living Wage (21 and over) - £12.21
- 18-20 Year - £10.00
- 16-17 Year - £7.55
- Apprentice Rate - £7.55
- Accommodation Offset - £10.66

**Not sure where to start? If you need help ensuring your business is fully compliant with wage increases or adjusting your compensation strategy - we can guide you through the changes and make sure you're ready for what's next.**



## A note from Nicola...

I'm here to help you stay informed and support your business with the latest updates, advice, and HR insights throughout 2025.

As we move into March, I've been reflecting on the importance of maintaining a strong foundation in HR practices. Whether it's reviewing employee handbooks, updating policies to stay compliant with changing legislation, or refining recruitment processes, these elements are essential for keeping your business running smoothly.

It's been great to work with so many of you to ensure you're on track and ready for what the rest of the year will bring.

