

February 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 supporting Ramadan and confirmed HR legislation changes.

FREE

HR AUDIT

An in-depth HR audit can help uncover gaps, minimise risks, and ensure your business is running efficiently.

HR Help:

What You Need to Know

FAQ

1. What HR law changes are planned for 2025?

Although there is a lot of speculation, there are only a couple that we know for definite right now, both of which we cover off in more detail further down in this newsletter:

Minimum Wage Increase: There are planned increases to the National Minimum Wage and National Living Wage in April 2025. These changes will have a direct impact on businesses, particularly those with entry-level or lower-wage employees.

Neonatal Care (Leave and Pay) Act 2023: From 6 April 2025, this new legislation will grant parents of babies requiring neonatal care the right to up to 12 weeks of paid leave.

2. How can we support employees who observe Ramadan?

Supporting employees during Ramadan involves understanding their needs and offering flexibility. Here are a few ways to show your support:

- Flexible Hours: Allow employees to adjust their schedules to accommodate fasting.
- Breaks: Provide additional rest periods for those fasting.
- Cultural Sensitivity: Be mindful of fasting times and adjust meetings accordingly.
- Encourage Respect: Educate the team on Ramadan's significance to foster understanding and support.

This approach not only shows employees they're valued but also promotes an inclusive workplace culture.

FREE HR AUDIT

Is your business fully compliant with the latest HR regulations? Are your policies up to date?

A comprehensive HR audit can help identify gaps, reduce risks, and ensure you're operating effectively.

What's included in a Free HR Audit?

- Review of your employee policies and contracts
- Assessment of compliance with the latest HR legislation
- Evaluation of your recruitment, onboarding, and performance management processes
- Recommendations for improving employee engagement and retention
- Guidance on improving workplace culture and wellbeing

Don't wait for issues to arise—get ahead and ensure your HR processes are running smoothly.

Interested in a free HR audit - [CLICK HERE](#)

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 2023

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 we can help by updating your policies, revising your Employee Handbook, or offering guidance on how to best implement these changes.

Increase in National Minimum wage

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 Old Rate - £10.00
- 16-17 Year Old Rate - £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...

As your HR consultant, I'm here to keep you informed and support your journey with the latest updates, tips, and HR insights as we move through 2025.

Looking back at January, it's been fantastic to kick off the year with a focus on important topics like sexual harassment awareness training. I've been out on client sites delivering management training on this topic, following on from the new legislation last year. It's a subject that needs to be revisited regularly at all levels of staff to ensure ongoing understanding and compliance.

Here's to a productive and successful February!

