



HR-ONE

HUMAN RESOURCES
CONSULTANCY

NEWSLETTER

MARCH 2025

ISSUES #01

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*One-of-a-kind HR support,
offering the expertise you
need, when you need it.*

EMPLOYMENT RIGHTS BILL

Proposed changes in the anticipated employment rights bill won't take effect until 2026. However, it's never too early to begin preparing for these adjustments. You can start by reviewing your policies and practices to ensure you're fully ready for the upcoming changes.

Key areas include:

- Day One Rights - removal of the 2 year qualifying period for claims of unfair dismissal
- Fair Work Agency and compliance enforcement – holidays, national minimum wage and sick pay - including obligation to keep records for 6 years.
- Zero-hours and low-hours contracts - obligation to offer guaranteed hours and reasonable notice of shifts and of cancellation, movement or curtailment of shifts)



National Minimum Wage RATES FROM 1ST APRIL 2025

New National Minimum Wage/Living Wage rates will take effect in April. Ensure you're informed about these changes. Employers are required by law to pay a minimum average amount for the hours that someone works.

AGE 21 OR OVER (NATIONAL LIVING WAGE) £12.21

AGE 18 TO 20: £10

UNDER 18: £7.55

APPRENTICE: £7.55



EMPLOYER NATIONAL INSURANCE CONTRIBUTIONS

- Rate increase from 13.8% to 15%.
- Secondary threshold reduction from £9,100 to £5,000 per year
- Employment allowance increase from £5,000 to £10,500 annually.

NEONATAL CARE LEAVE & PAY

New Entitlement for Parents - Up to 12 Weeks of Paid Neonatal Care Leave

A new provision has been established for employees who care for infants in neonatal care, granting them the opportunity to take time off work with pay equivalent to Statutory Maternity Pay.

STATUTORY PAY CHANGES

- Statutory Sick Pay (SSP): Increase to £118.75 per week.
- Statutory Maternity Pay and other family-related leave: Increase to £187.18 per week
- Lower Earnings Limit: Increase to £125 per week.

Upcoming Events

Next month I will be announcing a schedule of webinar sessions aimed at Line Managers covering a range of HR related Topics. I'd love to hear your suggestions for what you would like covered in these sessions and any feedback on what would be useful in the next newsletter.