






## Statutory Rate Changes

Statutory Pay rates	Age 21 and over (National Living Wage) - £11.44 per hour Age 18 - 20 - £8.60 Age 16 - 17 - £6.40 Apprentice under 19 or in 1st year - £6.40
Statutory Maternity / Adoption Pay Statutory Paternity Pay Statutory Shared Parental Pay Statutory Parental Bereavement Pay	£184.03 per week
Statutory Sick Pay	£116.75 per week
Statutory Redundancy Pay Cap	£700 per week

## Other employment changes

	<p><b>Carer's Leave</b></p> <ul style="list-style-type: none"> <li>Employees can take a maximum of one week of carer's leave per rolling 12 month period.</li> <li>It is unpaid and available from the first day of employment..</li> <li>It doesn't have to be taken in one chunk.</li> </ul>
	<p><b>Maternity and Pregnancy</b></p> <ul style="list-style-type: none"> <li>Extended redundancy rights for pregnant women and those on maternity leave from the point an employee informs an employer they are pregnant until 18 months after childbirth.</li> </ul>
	<p><b>Flexible working</b></p> <ul style="list-style-type: none"> <li>Day one right so an employee can request flexible working from 1st day of employment</li> <li>Employees can make 2 flexible working requests in a 12 month period</li> <li>Employers must consult with an employee before refusing a request.</li> <li>Employers must respond to a request within two months.</li> </ul>
	<p><b>Paternity Leave</b></p> <ul style="list-style-type: none"> <li>Can be split into separate blocks of 1 week (if only taking a week), 2 weeks or 2 weeks taken in separate one week occasions.</li> <li>Can be taken in 52 weeks following the birth.</li> </ul>
	<p><b>Holiday pay</b></p> <ul style="list-style-type: none"> <li>Employers can use the accrual method of 12.07% of hours worked in a pay period (based on statutory 5.6 weeks holiday) for irregular hours or part year workers.</li> <li>Holiday pay can be rolled up and paid in each pay period.</li> </ul>

It's likely that policies, handbooks and contracts will need updating following these changes so get in touch at [helen@dynamic-ps.co.uk](mailto:helen@dynamic-ps.co.uk) if you need support with this.

