

23<sup>rd</sup> September 2015

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## Employment law changes taking effect on 1 October 2015

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The following changes to employment law will come into effect from 1 October 2015:

The National Minimum Wage (Amendment) Regulations 2015 will increase the various national minimum wage (NMW) rates as follows:

- The adult rate for workers who are aged 21 and over will increase from £6.50 to £6.70 per hour.
- The youth development rate for 18 to 20 year olds will increase from £5.13 to £5.30 per hour.
- The young workers rate for 16 and 17 year olds who are above compulsory school age will increase from £3.79 to £3.87 per hour.
- The apprentice rate, which applies to all apprentices in year one of an apprenticeship and 16 to 18 year old apprentices in any year of an apprenticeship, will increase from £2.73 to £3.30 per hour.
- The accommodation offset limit will increase from £5.08 to £5.35 per day.

The Deregulation Act 2015:

- Will repeal some of section 124 of the Equality Act 2010 to remove employment tribunals' power to make wider recommendations (that may benefit others and not just the claimant personally) in discrimination cases.

The Smoke-free (Private Vehicles) Regulations 2015:

- Will bring into force a ban on smoking in private vehicles carrying a child aged under 18. The new law means that it will be a criminal offence to smoke in a private vehicle when a person aged under 18 is present, or to allow smoking in a private vehicle when a person aged under 18 is present.

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