STATUTORY INSTRUMENTS

2016 No. 68

TERMS AND CONDITIONS OF EMPLOYMENT

The National Minimum Wage (Amendment) Regulations 2016

Made - - - - 22nd January 2016

Coming into force - - 1st April 2016

A draft of these Regulations was laid before Parliament in accordance with section 51(5) of the National Minimum Wage Act 1998(**1**) and approved by a resolution of each House of Parliament.

The Secretary of State, in exercise of the powers conferred by section 1(3), 3, 19A(8)(a) and 51(1) of the National Minimum Wage Act 1998(**2**) makes the following Regulations.

Citation and commencement

1.—(1) These Regulations may be cited as the National Minimum Wage (Amendment) Regulations 2016.

(2) These Regulations come into force on 1st April 2016.

Amendment to the National Minimum Wage Act 1998

2. In section 19A(5A)(**3**) of the National Minimum Wage Act 1998 (notices of underpayment: financial penalty), for "100%" substitute "200%".

Amendment to the National Minimum Wage Regulations 2015

3. For regulation 4 (national minimum wage rates) of the National Minimum Wage Regulations 2015(**4**) substitute—

"**The national living wage**

4. The single hourly rate of the national minimum wage for the purposes of section 1(3) of the Act ("the national living wage rate") is £7.20.

(**1**) 1998 c.39.
(**2**) Section 3(1A) was inserted by S.I. 1999/583 and amended by S.I. 2007/2042; section 19A(8) was inserted by section 9(1) of the Employment Act 2008 (c.24) and amended by section 152(5) of the Small Business, Enterprise and Employment Act 2015 (c.26); section 51 was amended by the Employment Act 2008, sections 9(3) and 20 and Part 2 of the Schedule to that Act.
(**3**) Section 19A(5A) was inserted by section 152(3) of the Small Business, Enterprise and Employment Act 2015.
(**4**) S.I. 2015/621, amended by S.I. 2015/971 and S.I. 2015/1724.