



GLA Brief

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National Living Wage

This Brief provides guidance regarding the National Living Wage and how this will apply to the GLA's Licensing Standards.

Introduction

From 1 April 2016, all workers aged 25 and over will be legally entitled to the National Living Wage (NLW) which will be £7.20 per hour. The Government will increase this year on year.

How will this apply to the GLA Licensing Standards?

Licensing Standard 2.2

Licensing Standard 2.2 requires a licence holder to pay at least the National Minimum Wage (NMW), or if applicable, in accordance with the appropriate Agricultural Wages Order.

As the NLW will become the new NMW for workers aged 25 and over, the GLA will, from 1 April 2016, assess whether workers are being paid the NLW in the exact same way it currently assesses payment of the NMW.

Licensing Standard 5.7

Licensing Standard 5.7 states that a licence holder must not unlawfully discriminate against a worker or a work seeker on grounds of age.

Therefore, from 1 April 2016, the GLA will assess whether a licence holder is unlawfully discriminating against workers due to them being 25 or over.

For further guidance on discrimination please see the following websites:

<https://www.gov.uk/discrimination-your-rights/types-of-discrimination>

<http://www.acas.org.uk/index.aspx?articleid=5510>

Where can you get more guidance on the application of the NLW, what is included in the calculation and any exemptions?

For further guidance on the NLW please see the following websites:

<http://www.acas.org.uk/index.aspx?articleid=1902>

<https://www.gov.uk/national-minimum-wage/employers-and-the-minimum-wage>

Further information

1. If you any questions about this Brief, please contact the GLA helpline on 0345 602 5020 or email licensing@gla.gov.uk
2. For the latest news and updates from the GLA:



Twitter: [@UK_Gla](https://twitter.com/UK_Gla)



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