

MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

Daniel wraps up his settlement discussions series with the fourth and final instalment, this time discussing 'improper behaviour'. In the news this week, the government has published its latest National Minimum Wage Naming Scheme, highlighting employers who have fallen short of NMW obligations. We're now on our summer break for seminars and events, but we'll be back soon with our Autumn/Winter programme – keep an eye on your inbox for dates and topics!



THE LEGAL ALTERNATIVE



THE MEDIA HUB



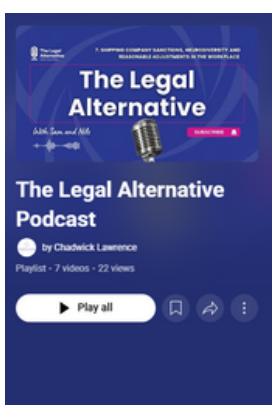
WHAT'S GOING ON



UPCOMING EVENTS

THE LEGAL ALTERNATIVE PODCAST

We'll be back next week with a new podcast episode. Catch up on our old podcast episodes on our [YouTube channel](#) or [Spotify page](#).



7. Shipping Company Sanctions, Neurodiversity and Reasonable Adjustments in the Workplace
Chadwick Lawrence • 47 views • 9 days ago
6. Changes to the Skilled Worker Visa and Protected Characteristics Under the Equality Act
Chadwick Lawrence • 656 views • 2 weeks ago
5. Supreme Court Ruling on Sex, Changes to Immigration Fees and More on Neonatal Leave
Chadwick Lawrence • 93 views • 3 weeks ago
4. Neonatal Leave, Cyber Threats & Offensive Content
Chadwick Lawrence • 128 views • 1 month ago

THE MEDIA HUB

Are you breaking up with me? Settlement discussions part four



In the final part of this series, we explore the concept of 'improper behaviour' and how this can impact on the admissibility of discussions, as well as the overall fairness of any future dismissal. We examine case law examples of where employers have fallen foul of the rules and where, conversely, they have been deemed to have acted fairly.

WHAT'S GOING ON

Naming and Shaming: Employers Who Fail to Pay the National Minimum Wage



The Department for Business and Trade has recently published Round 21 of the National Minimum Wage Naming Scheme, revealing that 518 employers failed to pay the legal minimum wage. Nearly 60,000 workers were left underpaid, with over £7.4 million being repaid by employers. This follows the recent increase in National Minimum Wage rates.

The Naming Scheme aims to raise awareness of National Minimum Wage legislation and deter employers from underpaying their workforce.

Common Mistakes When Paying the National Minimum Wage

Many employers unintentionally fail to meet their obligations. One common issue is making deductions from a worker's gross or net pay, which can reduce the pay rate below the legal minimum. This problem especially affects workers paid at or slightly above the National Minimum Wage or National Living Wage rates.

Common deductions that can cause problems include costs for uniforms, administrative fees, meals, private vehicle use, DBS checks, till shortages, worker purchases, savings clubs, and salary sacrifice schemes.

Another frequent mistake is misclassifying workers. For example, some employers incorrectly categorise workers as salaried employees when, under National Minimum Wage rules, they may not qualify as such. This misclassification affects how pay is calculated and what counts as qualifying pay.

Breaches can also arise from everyday operational issues such as incomplete time records, clock-in systems that round down hours, smoothing of variable pay, and failing to account for time spent on security checks, putting on personal protective equipment (PPE), or training.

Finally, some employers incorrectly treat training time as non-working time. However, any training completed as part of a worker's job duties is generally considered working time and must be paid at least at National Minimum Wage or National Living Wage rates.

Sam & Nils will be delving into best practices to avoid National Minimum Wage breaches on next week's podcast.

If you have any queries regarding National Minimum Wage or any other employment matter, Chadwick Lawrence are happy to help.

Read more: <https://www.gov.uk/government/news/over-74-million-put-back-in-working-peoples-pockets-by-employers>

UPCOMING EVENTS

Seminars & Events

We're now on our summer break for seminars, but keep an eye out for our Autumn/Winter programme coming soon.



Mental Health Awareness Sessions

We're partnering with **Tailored Learning Solutions** to offer two day, in person, accredited Mental Health First Aid courses at our **Wakefield office**.

Accredited by [MHFA England®](#) and the [Royal Society for Public Health](#), MHFAiders will improve knowledge and develop skills to support someone who may be struggling and what to do with crisis support.

25-26 June | 24-25 September

Details & booking: [Tailored Learning Solutions](#)
For more information, email: carolgledhill@chadlaw.co.uk



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