



The Employment and Recruitment Service team at Lancaster University have implemented this year's National Living Wage as a minimum for all our workers engaged on University assignments. We actively encourage our external clients to offer living wage rates too.

As a service we predominantly support the appointment and work experience of early career professionals in temporary casual roles and as a University we value this national increase in wages which represents a 10% increase to workers' wages at the lowest end of the economic pay scales.

From 1st April 2023 [National Living Wage](#) (NLW) rates increase as follows:

Pre April 2023	Rate	Post April 2023
£9.50 per hour + £1.15 holiday pay	National Living Wage (NLW) 23+	£10.42 per hour + £1.26 holiday pay
£9.50 per hour + £1.15 holiday pay		£10.42 per hour + £1.26 holiday pay
£10.00 per hour + £1.21 holiday pay		£10.92 per hour + £1.32 holiday pay
£9.80 per hour + £1.18 holiday pay		£10.72 per hour + £1.29 holiday pay
£10.50 per hour + £1.27 holiday pay		£11.42 per hour + £1.38 holiday pay
£10.50 per hour + £1.27 holiday pay		£11.42 per hour + £1.38 holiday pay
£11.50 per hour + £1.39 holiday pay		£12.42 per hour + £1.50 holiday pay
£10.02 per hour + £1.21 holiday pay	Spinal Point 4	£10.55 per hour + £1.27 holiday pay
£10.28 per hour + £1.24 holiday pay	Spinal Point 6	£10.80 per hour + £1.30 holiday pay

On 01/04/2023 all ERS roles falling under National Living Wage affected by this change will be automatically updated in line with this national increase. As the 1st April 2023 falls on a Saturday this increase will take effect for timesheets from week commencing 27th March 2023