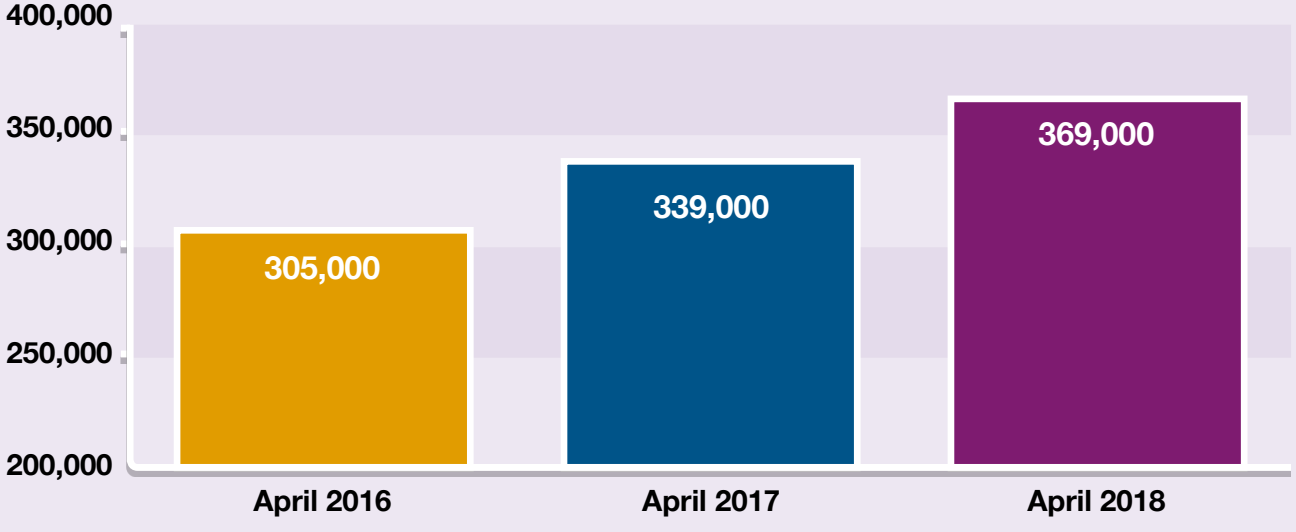


439,000 Staff Illegally Underpaid in 2017/2018

The Low Pay Commission estimates that more people than ever are being underpaid*. And staff are more likely to report their bosses to HMRC for it, too...

More people aged 25+ paid below National Living Wage in 2018



Very small firms are biggest underpayers (large businesses a close second)



More staff are reporting bad bosses

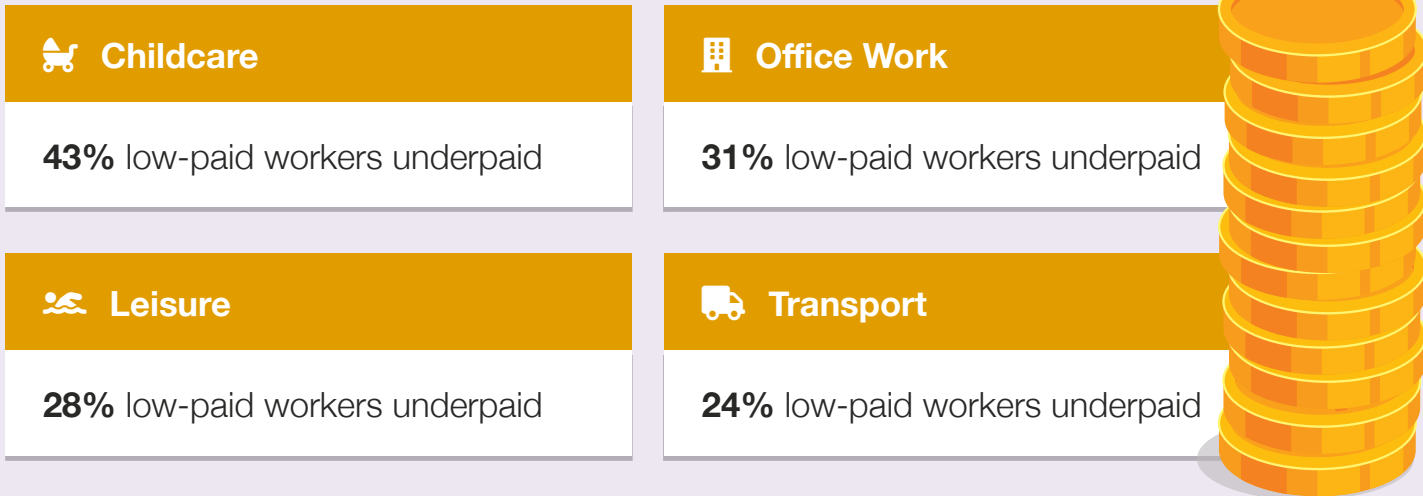
2016/2017

1,201 complaint-led cases investigated by HMRC

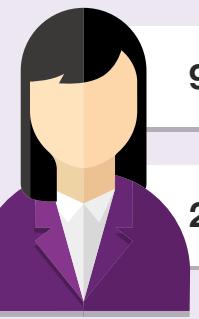
2017/2018

1,408 complaint-led cases investigated by HMRC

Childcare has highest proportion of underpaid workers

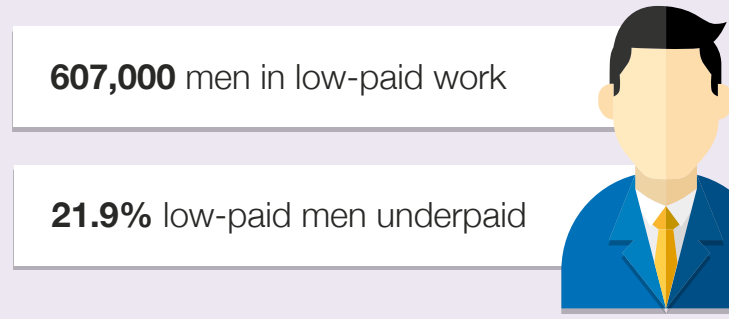


Women underpaid more often than men



997,000 women in low-paid work

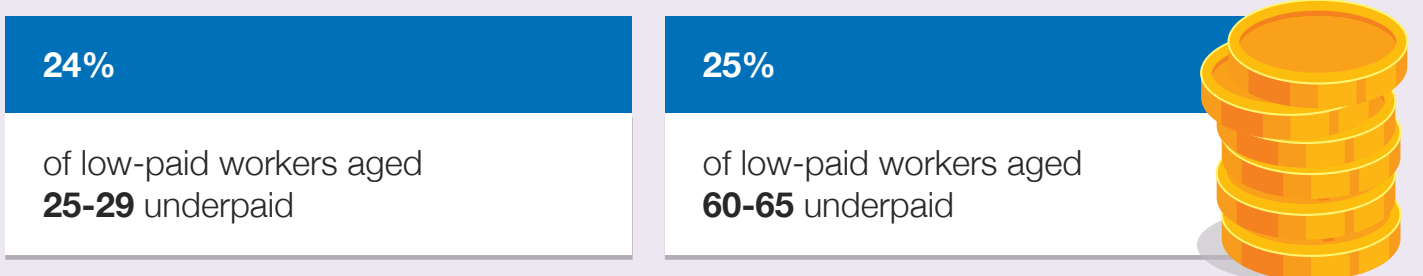
23.6% of low-paid women underpaid



607,000 men in low-paid work

21.9% low-paid men underpaid

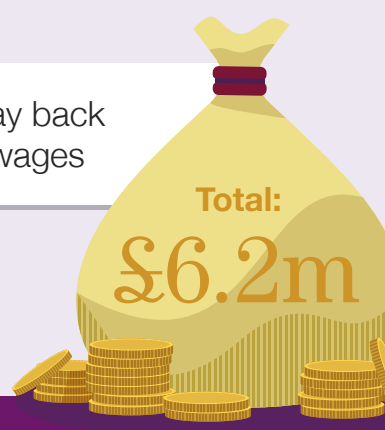
Younger and older staff most likely to be underpaid



More staff are reporting bad bosses

911 businesses named & shamed by HMRC in 2017/2018

Businesses forced to pay back **£6.2 million** in unpaid wages



* All figures are estimated by the Low Pay Commission. They are based on statistical evidence and are not a true measure of underpayment.
Source: <https://www.gov.uk/government/publications/non-compliance-and-enforcement-of-the-national-minimum-wage-april-2019>

How to protect your business

Rising staff costs force businesses to find new ways to manage workers' pay. Croner HR experts create contracts, policies and pay plans that get the best for your business, without the risk of underpaying staff. Call **0808 145 3384** or request a callback.

[Request a Callback](#)