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1. Name of organisation

Walnut Care Ltd

2. Name of individual

David Weatherley

3. Email address

david@walnutcare.co.uk

4. Telephone number

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5. Our policy is to make responses to our consultation available publicly unless respondents request otherwise. We therefore intend to make responses submitted to this consultation available on our website following publication of the 2014 Report. We will list in the 2014 Report the names of all those who have responded to our consultation, and may quote from these responses in our Report. Please indicate below if you would NOT like us to list your name in the 2014 Report, or make your response publicly available.

No Response

6. What are your views on the outlook for the UK economy, including employment and unemployment levels, for the period October 2014-September 2015?

I feel they will slowly improve. It will be fragile but will gain in confidence. However shocks to the system like an above wage inflation increase to the minimum wage will result in job losses

7. Is there anything further you would like to add on the economic context?

We need to invest in training for the future

8. What has been the impact of the National Minimum Wage?

It has made competition fairer. It has however moved a lot of the governments burden from benefits to small employers.

9. Has this impact varied by sector, and if so how?

I think so. The lower paid sectors are more sensitive to changes in the NMW

10. Has this impact varied by the type and size of business, and if so how?

Larger business can afford to swallow the increases.

11. What has been the impact of the minimum wage on the labour market position of particular groups of workers, including:

- Women - Interferes with family related benefits
- Ethnic Minorities - Do not know
- Migrant Workers - Keeps them trapped in low wages
- Disabled People - Keeps them trapped in low wages and perhaps prevents employment
- Older Workers - Not noticed any impact



Those with no qualifications - Encourages them to get some

12. At what level should the adult minimum wage rate be set in October 2014?

6.35

13. Is there anything further you would like to add on the level and impact of the National Minimum Wage?

Expand the training rate to the first six months of employment

14. What has been the impact of the minimum wage on young people and what effect do you think it has on their employment prospects?

Unable to comment

15. What has been the impact of the Apprentice Rate of the NMW?

Very encouraging

16. At what level should the minimum wage be set from October 2014 for:

16-17 year olds - Unable to comment

18-20 year olds - No change

Apprentices - No change

17. Is there anything further you would like to add on young people and apprentices?

Allow for some voluntary work time to be built in. Not for the employer but for other organisations

18. What is your view of the Commission's position that the current arrangements for the accommodation offset should be retained and that it intends to recommend staged increases in the offset towards the value of the hourly adult rate of the NMW when economic circumstances mean the real value of the NMW is tending to rise?

No views

19. At what level should the accommodation offset be set from October 2014? Please specify if this is per day or per week.

No views

20. Is there anything further you would like to add on the accommodation offset?

No views

21. How far is there compliance with the minimum wage? Do particular groups experience problems with minimum wage compliance (for example apprentices, or interns/others undertaking work experience)?

Some employers do not understand or do not care. Some government bodies do not take it into account when procuring services. Therefore condone employers to breach the NMW.

22. Where there is non-compliance with the minimum wage, are there implications for the NMW rates, or other implications (for example for the quality and accessibility of official guidance on the NMW, or the enforcement work of HMRC)?

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