

## Statutory Rates 2024/25 (From April 2024)

### • Statutory Rates

Type	Update
<b>Statutory Redundancy Pay</b>	<ul style="list-style-type: none"> <li>Employees maybe entitled, where they have served 2 years continuous service, and been made redundant under certain circumstances</li> <li>Statutory rate for <i>maximum</i> week's pay for calculating the basic award: <ul style="list-style-type: none"> <li>- From 6th April 2024 <b>£700</b> (prev. £643)</li> </ul> </li> <li><i>Maximum basic award</i> based on 30 weeks pay subject to the limit on a week's pay: <ul style="list-style-type: none"> <li>- From 6th April 2024 <b>£21,000</b> (prev. £19,290)</li> </ul> </li> </ul>
<b>Guarantee (Lay-Off) Pay</b>	<ul style="list-style-type: none"> <li>Employees are eligible when they have been working continuously for 1 month, on a regular work pattern</li> <li>From 6th April 2024 <b>£38 per day</b>; max. £190, 5 days in any 3-month period (prev. £35 per day)</li> </ul>
<b>National Minimum Wage and National Living Wage</b>	See separate <a href="#">factsheet</a>
<b>Statutory Sick Pay (SSP)</b>	<ul style="list-style-type: none"> <li>Applies when an employee/agency worker has been unwell for 4 consecutive days (see link below)</li> <li>Up to 28 weeks of statutory pay</li> <li>From 6th April 2024 <b>£116.75 per week</b> (prev. £109.40)</li> </ul>
<b>Statutory Maternity Pay (SMP)</b>	<ul style="list-style-type: none"> <li>Applies to employees who have been working 26 weeks continuously for the same employer, ahead of the 15th week before the expected week of childbirth</li> <li>SMP allows for 39 weeks of statutory pay; 6 weeks at 90% of average weekly pay, and remaining weeks at the following rate, or 90% of weekly pay if lower: <ul style="list-style-type: none"> <li>- From 6th April 2024 <b>£184.03 per week</b> (prev. £172.48)</li> </ul> </li> </ul>
<b>Statutory Paternity Pay (SPP)</b>	<ul style="list-style-type: none"> <li>Applies to the expectant father, or the person married to/civil partner of the mother/birth parent</li> <li>Employee must have been working 26 weeks continuously for the same employer, and must have been earning at least £123 average per week for the 8 weeks before the birth week</li> <li>SSP allows for 2 weeks of statutory pay, which can be split across the 12 months following the borth of the child (updated 2024)</li> <li>From 6th April 2024 <b>£184.03 per week</b> (prev. £172.48)</li> </ul>



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<b>Statutory Adoption Pay (SAP)</b>	<ul style="list-style-type: none"> <li>Applies to employees who have been working for 26 weeks continuously for the same employer, and earning at least £123 average per week for the 8 weeks before the week the child is placed with the parents</li> <li>SAP allows for 39 weeks of statutory pay; 6 weeks at 90% of average weekly pay, and remaining weeks at the following rate, or 90% of weekly pay if lower: <ul style="list-style-type: none"> <li>- From 6th April 2024 <b>£184.03 per week</b> (prev. £172.48)</li> </ul> </li> </ul>
<b>Maternity Allowance</b>	<ul style="list-style-type: none"> <li>Applies to employees who are not entitled to Statutory Maternity pay because their pay is too low, or if they self-employed</li> <li>Maternity allowance is paid for 39 weeks to those eligible employees (see eligibility calculator below)</li> <li>The rate is 90% of their weekly pay, or the following rate if lower: <ul style="list-style-type: none"> <li>- From 6th April 2024 <b>£184.03 per week</b> (prev. £172.48)</li> </ul> </li> </ul>
<b>Statutory Shared Parental Payment (ShPP)</b>	<ul style="list-style-type: none"> <li>To qualify both parents must have shared parental responsibility for the care of the child, and both applying for Shared Parental Leave (SPL) must have been working continuously for 26 weeks for the same employer, by the 15th week before the due date. They must also stay with the same employer until the start of the SPL</li> <li>ShPP allows for 37 weeks of statutory pay split between the parents at the following rate: <ul style="list-style-type: none"> <li>- From 6th April 2024 <b>£184.03 per week</b> (prev. £172.48)</li> </ul> </li> </ul> <p><b>Note:</b> ShPP eligibility criteria differ from SPL</p>
<b>Parental Bereavement Pay</b>	<ul style="list-style-type: none"> <li>Allows for 2 weeks of pay for eligible employees (see link below):</li> <li>From 2nd April 2024 <b>£184.03 per week</b> (prev. £174.48)</li> </ul>

#### Further resources:

- [Redundancy Calculator](#)
- <https://www.gov.uk/maternity-paternity-pay-leave>
- <https://www.gov.uk/parental-bereavement-pay-leave/check-if-youre-eligible>
- <https://www.gov.uk/guidance/rates-and-thresholds-for-employers-2024-to-2025>
- <https://www.gov.uk/calculate-statutory-sick-pay>