

Statutory Rates 2025/6 (From April 2025)

Type	Update
National Minimum Wage	<p>From 1st April:</p> <ul style="list-style-type: none"> Over 21 years (National Living Wage) - £12.21 18-20 years - £10.00 Under 18 years - £7.55 Apprentice - £7.55 <p>(If they're 19 or over and have completed the first year of their current apprenticeship, they're entitled to be paid at least the minimum wage for their age)</p>
National Insurance Contributions (NIC)	<p>From 6th April:</p> <ul style="list-style-type: none"> Employer rate increases to 15% (from 13.8%) Employers will start to pay when employees earn £5,000+ annually (a decrease in the threshold from £9,100) Eligible employers can save money on their NICs via the Employment Allowance, up to the value of £10,500 annually (up from £5000) The £100,000 eligibility threshold will be removed
Statutory Redundancy Pay	<ul style="list-style-type: none"> Employees maybe entitled, where they have served 2 years continuous service, and been made redundant under certain circumstances <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"> - From 6th April 2025 £21,570 (prev. £21,000)
Guarantee (Lay-Off) Pay	<ul style="list-style-type: none"> Employees are eligible when they have been working continuously for 1 month, on a regular work pattern From 6th April 2025 £39 per day; max. £195, 5 days in any 3-month period (prev. £38 per day)
Statutory Sick Pay (SSP)	<ul style="list-style-type: none"> Applies when an employee/agency worker, who earns more than £123/week, has been unwell for 4 consecutive days Up to 28 weeks of statutory pay From 6th April 2025 £118.75 per week (prev. £116.75) <p>NB Employment Rights Bill amendments propose removing the 3-day qualifying period, and scrapping the lower level earnings limit.</p>
Statutory Maternity Pay (SMP)	<ul style="list-style-type: none"> 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 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"> - From 6th April 2025 £187.18 per week (prev. £184.03)

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Statutory Paternity Pay (SPP)	<ul style="list-style-type: none"> • Applies to the expectant father, or the person married to/civil partner of the mother/birth parent • 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 • SSP allows for 2 weeks of statutory pay, which can be split across the 12 months following the both of the child • From 6th April 2025 £187.18 per week (prev. £184.03)
Statutory Adoption Pay (SAP)	<ul style="list-style-type: none"> • 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 • 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"> - From 6th April 2025 £187.18 per week (prev. £184.03)
Maternity Allowance	<ul style="list-style-type: none"> • Applies to employees who are not entitled to Statutory Maternity pay because their pay is too low, or if they self-employed • Maternity allowance is paid for 39 weeks to those eligible employees (see eligibility calculator below) • The rate is 90% of their weekly pay, or the following rate if lower: <ul style="list-style-type: none"> - From 6th April 2025 £187.18 per week (prev. £184.03)
Statutory Shared Parental Payment (ShPP)	<ul style="list-style-type: none"> • 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 • ShPP allows for 37 weeks of statutory pay split between the parents at the following rate: <ul style="list-style-type: none"> - From 6th April 2025 £187.08 per week (prev. £184.03)
Parental Bereavement Pay	<ul style="list-style-type: none"> • Allows for 2 weeks of pay for eligible employees (see link below): • From 6th April 2025 £187.18 per week (prev. £184.03)
Employment Tribunal Awards	<ul style="list-style-type: none"> • Basic Award for unfair dismissal - limit increasing to £8763 (from £8533) • Compensatory Award for unfair dismissal - limit increasing to £118,223 (from £115,115)

Further resources: [Statutory Rates Guidance Gov.uk](https://www.gov.uk/guidance/statutory-rates)