

## Statutory Rates as at October 2018

<b>National Minimum Wage</b>	<p>£7.83 ph for workers aged 25 and over</p> <p>£7.38 ph for workers aged 21 to 24 inclusive</p> <p>£5.90 ph for workers aged 18 to 20 inclusive</p> <p>£4.20 ph for workers aged under 18</p> <p>£3.70 ph for Apprentices (those under 19, or over 19 and in the first year of apprenticeship)</p>
<b>National Living Wage</b>	£7.83 ph for workers aged 25 and over
<b>Paid Annual Leave</b>	28 days p.a. for employees working a 5 day week, pro rata for part time employees. This includes the statutory bank holidays
<b>Statutory Sick Pay</b>  <i>To qualify, average earnings must be at least equal to the lower earnings level for NI purposes (currently £113 before tax p.w.)</i>	£92.05 per week
<b>Redundancy Pay</b>  <i>Subject to a maximum of £508 per week. Maximum 'number of weeks' is 30.</i>  <i>These figures are accurate from 6 October 2018 and are reviewed annually.</i>	<p>1.5 weeks for every completed year of employment at or above the age of 41</p> <p>1 week's pay for every completed year of employment in which the employee is aged 22 to 40</p> <p>0.5 week's pay for every completed year of employment in which the employee is aged 21 or under</p>
<b>Statutory Maternity / Adoption Pay</b>	90% of earnings for the first 6 weeks plus 33 weeks at £145.18 per week, or 90% of average weekly earnings if lower than this.
<b>Statutory Paternity Pay</b>	SPP is one or two consecutive weeks at £145.18 per week or 90% of average weekly earnings if lower than this.
<b>Shared Parental Pay (ShPP)</b>	£145.18 per week or 90% of average weekly earnings if lower than this.
<b>Parental Leave</b>	18 wks unpaid leave in respect of children under the age of 18