

Statutory Rates as at April 2019

National Minimum Wage	<p>£8.21 ph for workers aged 25 and over</p> <p>£7.70 ph for workers aged 21 to 24 inclusive</p> <p>£6.15 ph for workers aged 18 to 20 inclusive</p> <p>£4.35 ph for workers aged under 18</p> <p>£3.90 ph for Apprentices (those under 19, or over 19 and in the first year of apprenticeship)</p>
National Living Wage	£8.21 ph for workers aged 25 and over
Paid Annual Leave	28 days p.a. for employees working a 5-day week, pro rata for part time employees. This includes the statutory bank holidays
Statutory Sick Pay <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>	£94.25 per week
Redundancy Pay <i>Subject to a maximum of £525 per week. Maximum 'number of weeks' is 30.</i> <i>These figures are accurate from April 2019 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>
Statutory Maternity / Adoption Pay	90% of earnings for the first 6 weeks plus 33 weeks at £148.68 per week, or 90% of average weekly earnings if lower than this.
Statutory Paternity Pay	SPP is one or two consecutive weeks at £148.68 per week or 90% of average weekly earnings if lower than this.
Shared Parental Pay (ShPP)	£148.68 per week or 90% of average weekly earnings if lower than this.
Parental Leave	18 weeks unpaid leave in respect of children under the age of 18