



Ruth Seddon HR

Factsheet 8 - Minimum Wage & Statutory Payments

Statutory Payments

Each year the government changes the rates and thresholds of statutory payments made by employers. This factsheet gives the rates for April 2025–March 2026.

Statutory Sick Pay

£118.75 per week from 8th April 2025.

In 2024 it was £116.75 per week.

The Lower Earnings Threshold is £125 per week, i.e. an employee has to earn at least £125 per week on average to qualify for SSP.

Maternity, Paternity, etc.

From April 2025 the payment will be £187.18 per week.

The first 6 weeks of maternity pay is at 90% of normal pay.

Other issues

- The Minimum Wage is not the same as the "Living Wage" that employers can voluntarily sign up to – see livingwage.org.uk
- If you pay full pay for sickness, you can and should pay SSP "underneath"
- SSP is paid for 26 weeks maximum for linked absences in a 12 month period

Minimum Wage

21+	£12.21 per hour (was £11.44)
18–20	£10.00 per hour (was £8.60)
16–17	£7.55 (was £6.40)
Apprentice*	£6.40 (was £5.28)

*this apprentice rate applies to those under 19 and those over 19 but in the first year of apprenticeship. If they are over 19 and in the second year of apprenticeship, the normal wage for the age applies.