

START UP



Statutory and minimum pay rates 2019/20

Almost all workers are entitled to certain statutory and minimum pay rates. Check what rates of pay your employees are entitled to.

Statutory minimum sick pay

To qualify, the employee must be off sick for four or more days (including non-working days). SSP is £94.25 per week and is payable for up to 28 weeks. Some companies pay more than SSP.



Calculate statutory sick pay

Holiday pay

Almost all workers are entitled to 5.6 weeks' paid statutory leave per year, including bank holidays (pro rata for part-time or irregular workers). Workers are entitled to a week's pay for each week's holiday they take.



Calculate holiday entitlement

Statutory maternity and adoption pay

Payable to qualifying workers at 90% of average weekly wage for the first six weeks then £148.68 or 90% of average weekly wage (whichever is lower) for 33 weeks.



Calculate maternity, paternity and adoption pay

Statutory paternity pay

Paid for one or two weeks at £148.68 or 90% of average weekly earnings (whichever is lower).



Calculate maternity, paternity and adoption pay

Statutory shared parental pay

Payable for 39 weeks at £148.68 a week or 90% of your average weekly earnings (whichever is lower).



Check eligibility for statutory shared parental pay

Maternity Allowance

Paid via Jobcentre Plus to mothers who do not qualify for statutory maternity pay. The amount payable depends on the mothers' employment status and earnings in the previous 66 weeks.



Check maternity allowance entitlement

National Living Wage

Paid to workers aged 25 and over, NLW is £8.21 per hour.



Check national living and minimum wage

Statutory Minimum Wage

The rate payable depends on the worker's age. Workers under school leaving age do not qualify. The apprentice rate applies to apprentices under 19 or over 19 but in the first year of apprenticeship.

