



WR
Partners
Protecting your future.



Statutory Information April 2024

Statutory Sickness Payment (SSP)

- Payable for 28 weeks
- Minimum of 4 days consecutive £116.75 per week
- No reclaim via HMRC
- Self-Certification for 1 week permitted, Doctors note thereafter.

Student / Postgraduate Loan thresholds & rates

Plan 1 £24,990, earnings above this threshold will continue to be calculated at 9%.

Plan 2 £27,295, earnings above this threshold will continue to be calculated at 9%.

Scottish Student Loans (SSL) £31,995, earnings above this threshold will be calculated at 9%.

Postgraduate loan

£21,000, earnings above this threshold will continue to be calculated at 6%.

Minimum Wage Rates

Under 18: £6.40

Ages 18 to 20: £8.60

Ages 21 and over: £11.44

Daily Accommodation offset: £9.99

Apprentices: £6.40 (16/18 year olds & 19+ year olds in their first year.)

Tax

UK personal allowance: £12,570

Tax Codes: 1257L (English) / C1257L (Welsh) / S1257L (Scottish)

National Insurance Rates

ERS Rate 13.8% | EES Rate 8%

National Insurance Thresholds

Lower £533 per month / £123 per week Primary

£1048 per month / £242 per week Secondary £758 per month / £175 per week

GDPR: Any data that can personally identify a living individual must be encrypted if transferred electronically.

Statutory Maternity Pay (SMP)

- The first 6 weeks: 90% of their average weekly earnings (AWE) before tax. The remaining 33 weeks: £184.03 or 90% of their AWE (whichever is lower)
- Maternity Certificate MATB1 must be provided and Employee must have worked 41 weeks prior to start of Maternity leave.

Statutory Paternity Payment (SPP)

- Payable for a total of 2 weeks, which can be non-consecutive at £184.03 per week. The SC3 form must be provided with 4 weeks notice.

Statutory Shared Parental Pay

ShPP is paid at £184.03 or 90% of their AWE (whichever is lower) 50 weeks parental leave with 37 weeks parental pay.

More information about ShPP can be found on www.gov.uk

Key Contacts

Tracey Hayward
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Useful Resources

HMRC: www.hmrc.gov.uk

HMRC Employers Helpline: 0300 200 3200

ACAS Employers Helpline: 0300 123 1100

HMRC Employees Helpline: 0300 200 3310

HMRC App: Go to www.gov.uk for link

www.wrpartners.co.uk