

STATUTORY PAY RATES 2021

As a **valued member** of the Nectar HR community, we are delighted to update you with the increased statutory pay rates for 2021.

NATIONAL LIVING WAGE

A **big change** for 2021 is that the National Living Wage now applies to all employees over the age of 23, rather than 25 as in previous years. This new rate is a 2.2% increase on 2020.

£8.91
PER HOUR

NATIONAL MINIMUM WAGE

21-22 - **£8.36**
18-20 - **£6.56**
16-17 - **£4.62**
(PER HOUR)

This represents an annual increase of between 1.5% and 2.0% for employees in these age categories.

Interesting fact: this is one area where age discrimination legislation does not apply.

PARENTAL LEAVE RATE

This rate applies to Statutory Maternity, Paternity, Adoption, Shared Parental and Parental Bereavement Pay rates, which should be paid at the new rate or 90% of the employee's average weekly earnings, whichever is lower.

£151.97
PER WEEK

STATUTORY SICK PAY

The same weekly SSP rate applies to all employees. However, the amount you must actually pay an employee for each day they're off work due to illness (the daily rate) depends on the number of 'qualifying days' they work each week.

£96.35
PER WEEK

APPRENTICES

This rate applies to all apprentices aged 19 and under, or 19 and over if the employee is in the first year of their apprenticeship, in which case they are entitled to minimum or living wage according to their age.

£4.30
PER HOUR