

Statutory Rates



Family Friendly Payments

Payments	From April 2020	From April 2019
Statutory shared parental pay (ShPP)	£151.20	£148.68
Statutory maternity pay (SMP)	£151.20	£148.68
Statutory adoption pay (SAP)	£151.20	£148.68
Statutory paternity pay (SPP)	£151.20	£148.68
Statutory parental bereavement pay (SPBP)	£151.20	

National Minimum Wage

Age	From April 2020 (Per hour)	From April 2019 (Per hour)
25 and over (National Living Wage)	£8.72	£8.21
21-24	£8.20	£7.70
18-20	£6.45	£6.15
Under 18	£4.55	£4.35
Apprentice	£4.15	£3.90

Minimum auto-enrolment contributions

Timing	Minimum total contribution to be paid into pension	Minimum employer contribution	Minimum employee contribution
From 6 April 2019 onwards	8%	3%	5%

Telephone: 0121 445 6178

Email: enquire@aspirepartnership.co.uk

Website: www.aspirepartnership.co.uk

www.aspire-human-resources.co.uk



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Statutory redundancy pay rates

Payments	From April 2020	From April 2019
Weekly pay (capped)	£538	£525
Length of Service (capped)	20	20
Compensation Limit (capped)	£16,140	£15,750

Statutory redundancy pay rates

Payments	From April 2020	From April 2019
Daily pay	£30	£29

Statutory Sick Pay

Payments	From April 2020	From April 2019
	£95.85	£94.25

Income Tax rates and bands

Band	Taxable income 2020/21	Taxable income 2019/20	Tax rate
Personal Allowance	Up to £12,500	Up to £12,500	0%
Basic rate	£12,501 to £50,000	£12,501 to £50,000	20%
Higher rate	£50,001 to £150,000	£50,001 to £150,000	40%
Additional rate	over £150,000	over £150,000	45%

Class 1 National Insurance Contribution thresholds

Check	2020-21	2019-2020	National Insurance Rate
Lower earnings limit	£120	£118	
Upper earnings limit	£962	£962	
Upper secondary threshold (under 21)	£962	£962	
Primary threshold	£183	£166	12%
Secondary threshold	£169	£166	13.8%

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