

Family-friendly payments – from 6th April 2026

Payments	From 1 st April 2026	Up from 2025 rate of
Statutory shared parental pay (ShPP) Statutory rate or 90% of employee's weekly earnings if this is lower.	£194.32	£187.18
Statutory maternity pay (SMP) First six weeks – 90% of employee's average weekly earnings. Remaining weeks at the statutory rate or 90% of employee's weekly earnings if this is lower.	£194.32	£187.18
Statutory adoption pay (SAP) First six weeks – 90% of employee's average weekly earnings. Remaining weeks at the statutory rate or 90% of employee's weekly earnings if this is lower.	£194.32	£187.18
Statutory paternity pay (SPP) Statutory rate or 90% of employee's weekly earnings if this is lower.	£194.32	£187.18
Statutory parental bereavement pay (SPBP) Statutory rate or 90% of employee's weekly earnings if this is lower	£194.32	£187.18
Neonatal Care Pay New right from 6 th April 2025. 12 weeks at 90% of average weekly earnings or statutory rate whichever is lower and is in addition to other parental leave/pay entitlements	£194.32	£187.18

These rates are reviewed annually; any changes come into effect each April.

The average gross weekly earnings required to qualify for the various forms of family leave pay is proposed to increase from **£125.00** or more per week, to **£129.00** or more per week from 6th April 2026.

Statutory sick pay

Payment	From 6 th April 2026	Up from 2025 rate of
Statutory sick pay	£123.25 per week	£118.75

The Employment Rights Act abolishes the lower earnings limit; SSP will be paid at the lower of 80% of average weekly earnings (AWE) based on the previous 8 weeks prior to the critical date and earnings that are subject to National Insurance or the flat rate of £123.25

These rates are reviewed annually; any changes come into effect each April.

National Living Wage – from 1st April 2026

Age	From 1 st April 2026	Up from 2025 rate of
Workers aged 21 and over	£12.71	£12.21

National minimum wage – from 1st April 2026

Age	From 1 st April 2026	Up from 2025 rate of
National minimum wage for workers aged 18-20	£10.85	£10.00
Young workers rate for workers aged under 16-17	£8.00	£7.55
Apprentices under 19, or over 19 and in the first year of the apprenticeship	£8.00	£7.55

These rates are reviewed annually, and any changes apply from each April.

Real living wage (voluntary)

Age	From 1 st April 2026	Up from 2025 rate of
Employees in London	£14.80	£13.85
Employees outside of London	£13.45	£12.60

These rates are reviewed and updated annually each November. Employers signed up to the scheme have 6 months to implement the increase.