



The Government annually announces increases to weekly statutory payments which take effect from April each year.

Limit on a Week's Pay

The Employment Rights (Increase of Limits) Order 2024, has now been published. The key increases to note are:

- A 'week's pay' (this is used for basic award and redundancy payments calculations) increases to £700 (it was previously £643).
- In Northern Ireland it will increase to £729 (it was previously £669).

The above changes take effect from 6th April 2024 (broadly speaking, for dismissals taking place on or after that date).

Employers are required to provide certain benefits to those eligible including:

- Statutory Sick Pay (SSP)
- Shared Parental Pay (ShPP).
- Statutory Maternity Pay (SMP)
- Statutory Adoption Pay (SAP)
- Statutory Paternity Pay (SPP)
- Statutory Parental Bereavement Pay (SPBP)

These are reviewed every April. The weekly limits for both 2023 and 2024 are:

Statutory Sick Pay	From 6 April 2023	From 6 April 2024
Statutory Sick Pay (SSP) <i>[note: JIB operatives are entitled to additional JIB sick pay – see note below]</i>	£109.40	£116.75
Other Statutory Payments	From 2 April 2023	From 7 April 2024
Statutory Shared Parental Pay (ShPP) Statutory rate or 90% of employee's weekly earnings if this is lower.	£172.48	£184.03
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.	£172.48	£184.03



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.	£172.48	£184.03
Statutory Paternity Pay (SPP) Statutory rate or 90% of employee's weekly earnings if this is lower.	£172.48	£184.03
Statutory Parental Bereavement Pay (SPBP) Statutory rate or 90% of employee's weekly earnings if this is lower.	£172.48	£184.03
Lower earnings limit (per week)	£123	£123

NOTES:

Statutory Sick Pay (SSP)

SSP is paid for up to 28 weeks from the fourth working day that the employee is off sick. JIB operatives receive JIB Sick Pay **in addition** to SSP from ECIS. Please refer to Section 9 of the JIB Handbook, for details. Claims are made via ECIS on ecis@ecins.co.uk or 0330 221 0241.

Statutory Shared Parental Pay (ShPP)

Instead of one parent taking the maximum time off work, the right to leave and pay can be shared with the other parent up to the baby's first birthday or during the first year of adoption. One of the couple must already be eligible for SMP, SAP or Maternity Allowance, and at least eight weeks' notice must be given to the employer. The employer should pay £184.03 per week or 90% of average weekly earnings if that is less.

The employee has the right to take Shared Parental Leave (and Pay) in up to three blocks, but by agreement with the employer blocks can be split into shorter periods of at least a week.



Statutory Maternity Pay (SMP)

To be entitled to be paid SMP by her employer, a woman must have earnings of at least £123 per week on average over the eight weeks up to and including the 15th week before the expected week of the birth. In addition, at that point she must also have been continuously employed for at least 26 weeks and still be employed. The woman needs to provide form MATB1 to prove that she is pregnant.

SMP is paid at the rate of 90% of average earnings for the first six weeks of maternity leave. This reduces to £184.03 per week (or 90% of the employee's average weekly earnings if that is less) for the final 33 weeks of SMP.

If an employee does not qualify for SMP, she may be eligible for Maternity Allowance. See www.gov.uk/maternity-allowance.

Statutory Adoption Pay (SAP)

SAP is payable by employers to parents.

It is paid at the rate of 90% of average earnings for the first six weeks of adoption leave. This reduces to £184.03 per week (or 90% of the employee's average weekly earnings if that is less) for the final 33 weeks of SAP.

To qualify for SAP, employees must have been employed for at least 26 weeks before they were matched with a child and have earnings of at least £123 per week on average over the eight weeks up to the matching week. They must also provide proof of the adoption based on the circumstances.

Statutory Paternity Pay (SPP)

SPP is payable by employers to fathers, or intended fathers if there is surrogacy involved, for leave of one week or two weeks (in one stretch) in the first eight weeks after the birth. The rate at which it is paid is the lower of 90% of average earnings or £184.03 per week.

The father needs to have been both continuously employed for 26 weeks and have earnings of at least £123 per week on average over the eight weeks up to and including the 15th week before the expected week of the birth (or up to the matching week in adoption cases).

Statutory Parental Bereavement Pay (SPBP)

A parent whose child under 18 dies or is stillborn after 24 weeks of pregnancy is entitled to two weeks' statutory leave taken in blocks of at least one week within two years of the death. Statutory parental bereavement pay of £184.03 per week (or 90% of average weekly earnings if less) is due if the parent has also been continuously employed by the employer for 26 weeks with average weekly earnings of at least £123.