

EMPLOYER BULLETIN APRIL 2025

National Minimum Wage Rates – applicable from 1 April 2025

Age Bracket	Rate
16 – 17 year old	£7.55
18 – 20 year old	£10.00
21 year old and above	£12.21
Apprentice	£7.55

Student Loan Rates and Thresholds

Type	Threshold	Repayment %
1	£26,065	9%
2	£28,470	9%
4	£32,745	9%
PGL	£21,000	6%

Tax Rates and Thresholds

Earnings	Tax	Tax %
£0 - £37,700	Standard Rate	20%
£37,700.01 - £125,140	Higher Rate	40%
£125,140.01 and above	Additional Rate	45%

Standard tax code for 2025/26 remains at 1257L

National Insurance Rates and Thresholds

Earnings Bands

Earnings Limit	Weekly	Monthly	Annually
Lower Earnings Limit	£125.00	£542.00	£6,500.00
Secondary Threshold	£96.00	£417.00	£5,000.00
Primary Threshold	£242.00	£1,048.00	£12,570.00
Freeport Upper Secondary Threshold	£481.00	£2,083.00	£25,000.00
Upper Earnings Limit	£967.00	£4,189.00	£50,270.00

Rates

Weekly	Monthly	Annually	Employer Rate	Employee Rate
£96.01 - £125.00	£417.01 - £542.00	£5,000.01 - £6,500.00	15%	0.00%
£125.01 - £242.00	£542.01 - £1,048.00	£6,500.01 - £12,570.00	15%	0.00%
£242.01 - £967.00	£1,048.01 - £4,189.00	£12,570.01 - £50,270.00	15%	8%
£967.01 and over	£4,189.01 and over	£50,270.01 and over	15%	2%

Class 1A NIC for Expenses and Benefits

The National Insurance Class 1A rate on expenses and benefits for the 2025/2026 tax year increases to 15%.

Statutory Pay Rates

Statutory Payment	Weekly Rate	Notes
SSP	£118.75	Minimum earnings to qualify is £125.00
SMP	£187.18	6 weeks at 90% then 33 weeks at SMP rate
SPP/SPP(A)	£187.18	Maximum 2 weeks

NIC Reclaim for SMP/SPP small employer is 100% reclaim and 8.5% compensation (If NIC in previous year is £45,000 or below)

NIC Reclaim for SMP/SPP for standard employer is 92% reclaim and 0% compensation

Employment Allowance

Employment Allowance for 2025/26 is £10,500 for eligible employers

Auto Enrolment Pensions

Frequency	Lower Threshold	Earnings Trigger	Upper Threshold
Weekly	£120.00	£192.00	£967.00
Fortnightly	£240.00	£384.00	£1,934.00
Four Weekly	£480.00	£768.00	£3867.00
Monthly	£520.00	£833.00	£4,189.00
Annually	£6,240.00	£10,000.00	£50,270.00

Eligibility age remains at 22 years old with the total minimum contribution being 8% and the employer minimum contribution being 3%