

Information for churches - increases in statutory employment related payments from April 2026

Churches will want to update their records in relation to new National Minimum Wage rates, and the statutory weekly payments for all family friendly entitlements. NMW changes come in from 1 April 2026, and family friendly rates from 5 April 2026.

National Minimum Wage changes from 1 April 2026

The rates of the national minimum wage increase on 1 April 2026, including an increase in the national living wage from £12.21 to £12.71 per hour.

National Minimum Wage	Current rate	From 1 April 2026
For workers aged 21 and over	£12.21	£12.71
For workers aged 18 or over but under 21	£10.00	£10.85
For workers aged 16 or 17	£7.55	£8.00
Apprentices	£7.55	£8.00

Increase in statutory sick pay

The weekly rate for statutory sick pay rises to £123.25 (£24.65 per day Monday to Friday) from 6 April 2026 (and 80% of weekly pay for those who do not earn this much each week).

Increases in weekly rates for family related pay

The weekly rates of statutory maternity, adoption, paternity, shared parental, neonatal care and parental bereavement pay increase to **£194.32**, up from £187.18. The increases take effect on the first Sunday in April, which in 2026 is 5 April.

The lower earnings threshold to claim family-related support will rise at the same time from £125 to **£129** a week.

Increase in the weekly cap for statutory redundancy pay

The cap on weekly pay for statutory redundancy pay is likely to rise from £719 per week to an anticipated £751 per week. We will let you know when this new figure is published. This means anyone with a salary of £39,052 or above would be subject to the cap if they are made redundant.