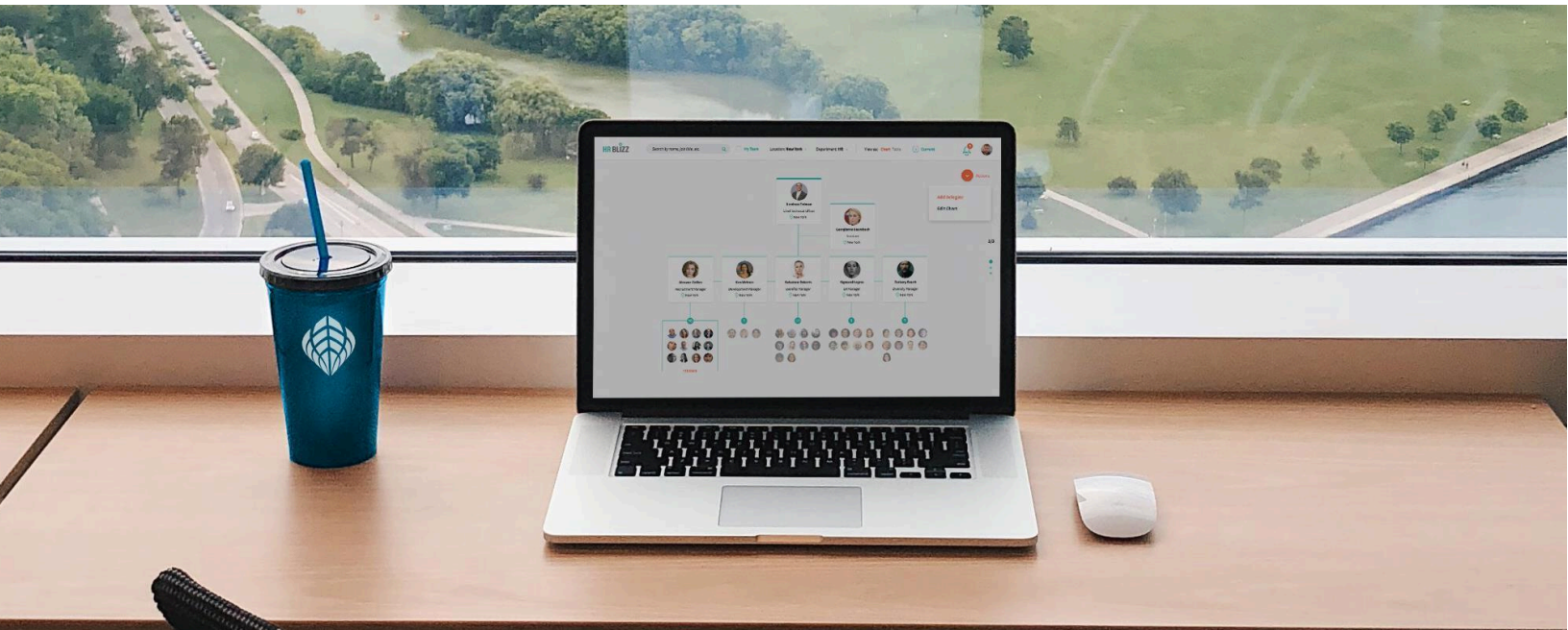




Simplifying Employment  
Tasks Worldwide

## Statutory Change Alert

United Kingdom – Changes To Maternity, Paternity,  
Adoption Leave And Sick Leave Pay Rates As Well As  
Student Loan And Post Graduate Loan Ceilings – 6th  
April 2025



### UNITED KINGDOM



Dec 13, 2024

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# We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



## Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



## PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



## Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesaar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



## BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



## HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesaar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



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### **Local Statutory Compliance – Forget the hassle of setting up branches abroad**

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



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## Mercans at a Glance

<b>160+</b> Countries	<b>20</b> Years of Success	<b>1K+</b> Payroll and HR Specialists
<b>22k+</b> Clients Worldwide	<b>97%</b> Client Retention Rate	<b>1.5X</b> Annual Revenue Growth
<b>95k+</b> Largest Single Country Payroll	<b>25M+</b> Pay Slips per Annum	<b>0</b> Security Breaches

**Number one** for outsourced payroll services, we are endorsed by international authorities.



**Mercans has the highest industry quality and IT security certificate certificate**





## Changes To Maternity, Paternity, Adoption Leave And Sick Leave Pay Rates As Well As Student Loan And Post Graduate Loan Ceilings

### New Maternity/Paternity/Parental Pay For 2025-26

Type of Payment or Recovery	2025 to 2026 rate
SMP – weekly rate for first 6 weeks	90% of the employee's average weekly earnings
SMP – weekly rate for remaining weeks	£187.18 or 90% of the employee's average weekly earnings, whichever is lower
Statutory Paternity Pay (SPP) – weekly rate	£187.18 or 90% of the employee's average weekly earnings, whichever is lower
Statutory Adoption Pay (SAP) – weekly rate for first 6 weeks	90% of employee's average weekly earnings
SAP – weekly rate for remaining weeks	£187.18 or 90% of the employee's average weekly earnings, whichever is lower
Statutory Shared Parental Pay (ShPP)	£187.18 or 90% of the employee's average weekly earnings, whichever is lower
Statutory Parental Bereavement Pay (SPBP) – weekly rate	£187.18 or 90% of the employee's average weekly earnings, whichever is lower
Statutory Neonatal Care Pay (SNCP) – weekly rate	92% of your total Class 1 National Insurance (both employee and employer contributions) is above £45,000 for the previous tax year 103% if your total Class 1 National Insurance for the previous tax year is £45,000 or lower
SMP, SPP, ShPP, SAP, SPBP or SNCP – proportion of your payments you can recover from HMRC	



## Statutory Sick Pay (SSP)

The same weekly SSP rate applies to all employees. However, the amount you must actually pay an employee for each day they're off work due to illness (the daily rate) depends on the number of 'qualifying days' they work each week. Use the SSP calculator to work out your employee's sick pay, or use these rates.

Number of Qualifying Days Per Week	2025 to 2026 Unrounded Daily Rates
7	£16.9642
6	£19.7916
5	£23.75
4	£29.6875
3	£39.5833
2	£59.375
1	£118.75

## Post Graduate Loan Thresholds

There is no change in the Post Graduate threshold from 2024/25 to 2025/26.

Loan Threshold	2024/25	2025/26	Annual/ Monthly / week
Post Graduate	£21,000.00	£21,000.00	Annually
	£1,750.00	£1,750.00	Monthly
	£403.84	£403.84	Weekly

The deduction percentage for PG Loan is 6%



## Student Loan Threshold

Effective from 6th April 2025, student loan threshold for Plan 1, 2 and 4 will be increased as follows:

Loan Threshold	2024/25	2025/26	Annual/ Monthly / week
Plan 1	£2	£26,065.00	Annually
	£1834.58	£2,172.0	Monthly
	£423.36	£501.25	Weekly
Plan 2	-	£28,470.00	Annually
	-	£2,372.50	Monthly
	-	547.50	Weekly
Plan 4	£27,660	£32,745.00	Annually
	£2305.00	£2,728.75	Monthly
	£531.92	£629.71	Weekly

The deduction percentages for student loans for Plan1, Plan 2 & plan 4 is 9%.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change.



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## They already trust Mercans







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# What Makes Mercans your HR and Payroll Partner of Choice?

## We Simplify Employment Tasks Worldwide

### Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

### Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

### A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesaar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

### Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesaar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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