

Employment Rates & Compensation Limits: 06.04.20 - 05.04.21

COMPENSATION LIMITS		
(Maximum unless stated otherwise)	06.04.19	06.04.20
Week's pay	£525	£538
Unfair Dismissal: Basic award/statutory redundancy pay	£15,750	£16,140
Unfair Dismissal: Compensatory award*	£86,444	£88,519
Automatically unfair dismissal basic award (minimum)**	£6,408	£6,562
Breach of contract claim in Employment Tribunal ("ET")	£25,000	£25,000
Failure to reinstate/re-engage: 26-52 weeks' pay	£13,650 - £27,300	£13,988 - £27,976
Breach of flexible working regulations (up to 8 weeks' pay)	£4,200	£4,304
Failure to give written particulars of employment (2/4 weeks' pay)	£1,050 / £2,100	£1,076 / £2,152
Breach of right to be accompanied (up to 2 weeks' pay)	£1,050	£1,076
Failure to inform/consult: collective redundancy***	90 days' gross pay	90 days' gross pay
Failure to inform/consult: TUPE transfer***	13 weeks' gross pay	13 weeks' gross pay
Guarantee payment	£29 per day capped at 5 days / £145 in any 3 months	£30 per day capped at 5 days / £150 in any 3 months
Injury to Feelings – Vento Upper Band	£26,300 - £44,000	£27,000 - £45,000
Injury to Feelings – Vento Middle Band	£8,800 - £26,300	£9,000 - £27,000
Injury to Feelings – Vento Lower Band	£900 - £8,800	£900 - £9,000
Interest rate for discrimination awards & unpaid ET awards	8%	8%

* If Effective Date of Termination ("EDT") was on/after 29.07.13, maximum unfair dismissal compensatory award is lower of statutory limit or 52 weeks' actual gross pay at EDT. This limit does not apply where the reason for dismissal/redundancy selection is carrying out health & safety activities/whistleblowing.

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** Where the reason/principal reason for dismissal is acting as a health and safety/employee/workplace representative or pension scheme trustee, or trade union membership or activities.

*** The statutory limit on a week's pay does not apply.

STATUTORY PAYMENTS FOR TIME OFF WORK		
(Each week)	07.04.19	05.04.20
Maternity / Paternity / Adoption & Shared Parental Pay (prescribed rate)	£148.68	£151.20
(Each week)	06.04.19	06.04.20
Maternity allowance	£148.68	£151.20
Sick Pay	£94.25	£95.85
Lower Earnings Limit	£118	£120

NATIONAL MINIMUM WAGE		
(Hourly)	01.04.19	01.04.20
Age 25+ (national living wage)	£8.21	£8.72
Age 21-24 inclusive (standard adult rate)	£7.70	£8.20
Age 18-20 inclusive (development rate)	£6.15	£6.45
Age 16-17 inclusive (young workers rate)	£4.35	£4.55
Apprentice rate (If under 19 / in 1 st year of apprenticeship)	£3.90	£4.15
Accommodation offset limit (maximum daily deduction from NMW)	£7.55	£8.20

PAYMENTS ON INSOLVENCY		
(Maximum)	06.04.19	06.04.20
Statutory redundancy payment / basic award (30 weeks' pay)	£15,750	£16,140
Statutory notice pay (12 weeks' pay)	£6,300	£6,456
Arrears of pay (8 weeks' pay)	£4,200	£4,304
Holiday pay (6 weeks' pay)	£3,150	£3,228

