

## Employment Rates & Compensation Limits: 06.04.21 - 05.04.22

COMPENSATION LIMITS ON EMPLOYMENT TRIBUNAL AWARDS		
(Maximum unless stated otherwise)	06.04.20	06.04.21
Week's pay	£538	£544
Unfair Dismissal: Basic award/statutory redundancy pay	£16,140	£16,320
Unfair Dismissal: Compensatory award*	£88,519	£89,493
Automatically unfair dismissal basic award (minimum)**	£6,562	£6,634
Unfair Dismissal: Additional award re: failure to reinstate/re-engage: minimum order is lower of 26 weeks' pay or:	£13,988	£14,144
Unfair Dismissal: Additional award re: failure to reinstate/re-engage: maximum order is lower of 52 weeks' pay or:	£27,976	£28,288
Breach of contract claim	£25,000	£25,000
Breach of flexible working regulations (up to 8 weeks' pay)	£4,304	£4,352
Failure to give written particulars of employment (2/4 weeks' pay)	£1,076 / £2,152	£1,088 / £2,176
Breach of right to be accompanied (up to 2 weeks' pay)	£1,076	£1,088
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	£30 per day capped at 5 days / £150 in any 3 months	£30 per day capped at 5 days / £150 in any 3 months
Injury to Feelings – Vento <b>Upper</b> Band	£27,000 - £45,000	£27,400 - £45,600
Injury to Feelings – Vento <b>Middle</b> Band	£9,000 - £27,000	£9,100 - £27,400
Injury to Feelings – Vento <b>Lower</b> Band	£900 - £9,000	£900 - £9,100
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.
- \*\* 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.

<b>STATUTORY PAYMENTS FOR TIME OFF WORK</b>		
<b>(Each week)</b>	<b>06.04.20</b>	<b>04.04.21</b>
Maternity / paternity / adoption / shared parental pay (prescribed rate)	£151.20	£151.97
<b>(Each week)</b>	<b>06.04.20</b>	<b>04.04.21</b>
Parental Bereavement pay (lower of 2 weeks @ lower of 90% of average weekly earnings or:	£151.20	£151.97
Maternity allowance	£151.20	£151.97
Sick Pay	£95.85	£96.35
Lower Earnings Limit	£120	£120

<b>NATIONAL MINIMUM WAGE</b>	
<b>(Hourly)</b>	<b>01.04.21</b>
Age 23+ (national living wage)	£8.91
Age 21-22 inclusive (standard adult rate)	£8.36
Age 18-20 inclusive (development rate)	£6.56
Age 16-17 inclusive (young workers rate)	£4.62
Apprentice rate (If under 19 / in 1 <sup>st</sup> year of apprenticeship)	£4.30
Accommodation offset limit (maximum daily deduction from NMW)	£8.36

<b>PAYMENTS ON INSOLVENCY</b>		
<b>(Maximum)</b>	<b>06.04.20</b>	<b>06.04.21</b>
Statutory redundancy payment / basic award (30 weeks’ pay)	£16,140	£16,320
Statutory notice pay (12 weeks’ pay)	£6,456	£6,528
Arrears of pay (8 weeks’ pay)	£4,304	£4,352
Holiday pay (6 weeks’ pay)	£3,228	£3,264

