

Statutory payments for time off work

(Each week)	Apr 20	Apr 19
Maternity/adoption pay prescribed rate (max)	£151.20	£148.68
Paternity pay (max)	£151.20	£148.68
Shared parental pay (max)	£151.20	£148.68
Sick pay	£95.85	£94.25
Lower earnings limit	£120	£118

National minimum wage

(Hourly)	1 Apr 20	1 Apr 19
Apprentices [†]	£4.15	£3.90
Age 16–17	£4.55	£4.35
Age 18–20	£6.45	£6.15
Age 21–24	£8.20	£7.70
National Living Wage (Age 25+)	£8.72	£8.21

Payments on insolvency

(Maximum)	6 Apr 20	6 Apr 19
Arrears of pay (8 weeks' pay)	£4,304	£4,200
Statutory notice pay (12 weeks' pay)	£6,456	£6,300
Holiday pay (6 weeks' pay)	£3,228	£3,150
Statutory redundancy payment or basic award (30 weeks' pay)	£16,140	£15,750

Compensation limits

(Maximum unless stated)	6 Apr 20	6 Apr 19
Week's pay	£538	£525
Statutory redundancy payment: up to 30 weeks' pay	£16,140	£15,750
Unfair dismissal basic award: up to 30 weeks' pay	£16,140	£15,750
Unfair dismissal compensatory award *	£88,519	£86,444
Automatically unfair dismissal basic award (min) **	£6,568	£6,408
Blacklisted employee unfair dismissal basic award (min)	£5,000	£5,000
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£13,988 to £27,976	£13,650 to £27,300
Breach of right to be accompanied: up to 2 weeks' pay	£1,076	£1,050
Breach of flexible working regulations: up to 8 weeks' pay	£4,304	£4,200
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,076 or £2,152	£1,050 or £2,100
Breach of contract claim in employment tribunal	£25,000	£25,000
Failure to inform or consult: collective redundancy ***	90 days' pay	90 days' pay
Failure to inform or consult: TUPE transfer ***	13 weeks' pay	13 weeks' pay
Guarantee payment (each day)	£30	£29
Guarantee payment (in any 3 months)	£150	£145

[†] if under 19 or in first year of apprenticeship (otherwise refer to age bands).

* Maximum compensatory award is lower of statutory limit or 52 weeks' actual gross pay at the time of dismissal. Limit does not apply where reason for dismissal or redundancy selection is carrying out health and safety activities or making a protected disclosure.

** Dismissals for reason of trade union membership or activities, or acting as a health and safety representative, employee rep, workforce rep or pension scheme trustee.

*** Actual gross pay (limit on a week's pay does not apply).