

### Statutory payments for time off work

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

### National minimum wage

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

### Payments on insolvency

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

### Compensation limits

(Maximum unless stated)	6 Apr 19	6 Apr 20
Week's pay	£525	£538
Statutory redundancy payment: up to 30 weeks' pay	£15,750	£16,140
Unfair dismissal basic award: up to 30 weeks' pay	£15,750	£16,140
Unfair dismissal compensatory award *	£86,444	£88,519
Automatically unfair dismissal basic award (min) **	£6,408	£6,562
Blacklisted employee unfair dismissal basic award (min)	£5,000	£5,000
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£13,650 to £27,300	£13,988 to £27,976
Breach of right to be accompanied: up to 2 weeks' pay	£1,050	£1,076
Breach of flexible working regulations: up to 8 weeks' pay	£4,200	£4,304
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,050 or £2,100	£1,076 to £2,152
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)	£29	£30
Guarantee payment (in any 3 months)	£145	£150

<sup>†</sup> 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).