

Statutory Rates, Awards & Compensatory Limits 2019/20

Family Friendly Payments

Type	from April 2019	Max period
Statutory Maternity Pay (SMP) (higher rate)	90% of normal weekly earnings	6 weeks
Statutory Maternity Pay (SMP) (basic rate)	£148.68 a week or 90% of normal weekly earnings if lower	33 weeks
Statutory Paternity Pay	£148.68 a week or 90% of normal weekly earnings if lower	2 weeks
Maternity Allowance (MA)	£148.68 a week or 90% of normal weekly earnings if lower	39 weeks
Statutory Adoption Pay	90% of normal weekly earnings	6 weeks
Statutory Adoption Pay (basic rate)	£148.68 a week or 90% of normal weekly earnings if lower	33 weeks
Statutory Shared Parental Leave Pay	£148.68 a week or 90% of normal weekly earnings if lower	37 weeks

Note: The lower earnings limit is £118 from April 2019.

Family Friendly Leave

Type of Leave	Minimum Amount of Leave
Statutory Maternity	52 weeks (<i>26 weeks ordinary & 26 weeks additional</i>) First 2 weeks are compulsory (<i>4 weeks if work is in a factory</i>)
Statutory Paternity	2 weeks
Statutory Adoption	52 weeks (<i>26 weeks ordinary & 26 weeks additional</i>)
Parental Leave	18 weeks unpaid per child in respect of children aged under 18
Time off for dependents Leave	Reasonable amount (unpaid)
Shared Parental Leave	48 weeks

Working Time (subject to some exceptions and special cases)

Type of Leave	Minimum Amount
Paid Annual Leave	5.6 weeks
Rest break after 6 hours	20 minutes (30 minutes after 4-5 hours for 16-17-year olds)
Daily rest period	11 hours (12 hours for 16-17-year olds)
Weekly rest period	24 hours (48 hours for 16-17-year olds)
Minimum average working time	48 hours per week (in the last 17 weeks)

Calculating Statutory Redundancy Pay

To qualify the employee must have 2 or more years' continuous service.

1.5 week's pay	Each year of employment aged 41+
1 week's pay	Each year of employment aged 22 to 40
0.5 weeks' pay	Each year of employment age under 21 and under
Statutory maximum weeks' redundancy pay	£525
Statutory maximum number of years	Capped at last 20 years worked

Sick Pay (from 6th April 2019)

To qualify employee must have been off work for 4 or more days in a row (including nonworking days).

Category	Qualifying Period of Service	Rate	Maximum Period
Statutory Sick Pay (SSP)	None	£94.25 per week	Paid for up to 28 weeks

National Minimum/Living Wage

Category of Worker	From April 2019 (hourly rate)	Currently (up to April 2019)
Aged 25+	£8.21	£7.83
Aged 21-25	£7.70	£7.38
Aged 18-21	£6.15	£5.90
Aged 16-17	£4.35	£4.20
Apprentice	£3.90	£3.70 <i>(apprentices under 19 or 19 and over who are in the first year of apprenticeship).</i>

Compensation Limits

Complaint	Maximum Award
Unfair Dismissal <ul style="list-style-type: none"> • Basic award • Compensatory award 	£15,750 £86,444 (<i>unlimited in certain circumstances</i>)
Discrimination	Unlimited
A weeks' pay used to calculate basic awards and statutory redundancy payments	£525
Maximum statutory redundancy pay	£15,750 (£525 x 20 years x 1.5 weeks over 41)
Dismissal for union or employee representatives or pension trustee reasons <ul style="list-style-type: none"> • Basic award • Compensatory award 	£15,750 (minimum £6,408) £86,444 (<i>unlimited in certain circumstances</i>)
Dismissal for health & safety reasons <ul style="list-style-type: none"> • Basic award • Compensatory award 	£15,750 (minimum £6,408) No limit
Dismissal for protected disclosure reasons <ul style="list-style-type: none"> • Basic award • Compensatory award 	£15,750 No limit
Contract claims	£25,000 (if a claim for breach of contract, eg wrongful dismissal is brought in an employment tribunal, compensation is capped at £25,000. If the claim is for more than £25,000, it can be made in the county court or high court)
Failure to conduct collective consultation	90 days' gross pay per employee
Failure to inform or consult over a TUPE transfer	13 weeks' gross pay per employee
Breach of right to be accompanied	£1,050 (two weeks' pay capped at the statutory amount)
Breach of flexible working regulations	£4,200 (eight weeks' pay capped at the statutory amount)

Failure to give statement of employment particulars	£1,050 or £2,100 (two or four weeks' pay capped at the statutory amount)
Guarantee pay if no work is provided	£29 per day up to a maximum £145 in respect of any 5 days in any 3-month period

Qualifying Periods and Time Limits

Complaint	Qualifying Period	Time limit to bring a claim
Unfair Dismissal	2 years	3 months starting from effective date of termination
Discrimination	None	3 months from the date of the act complained of
Equal Pay	None	6 months from the last day of employment in the Employment Tribunal
Written reason for dismissal	2 years	3 months starting from effective date of termination
Automatically unfair dismissal, eg. pregnancy, health & safety and whistleblowing	None	3 months starting from effective date of termination
Statutory redundancy payment	2 years	6 months from relevant date (<i>date of termination</i>)
Failure to conduct collective consultation	None	3 months starting with the date the last dismissal takes effect
Failure to pay a protective award	None	3 months starting with the last day in respect of which the complaint is made
Failure to consult under TUPE	None	3 months from the date of the transfer

Written particulars of employment	1 month	3 months from the date employment ceased
Breach of contract claim by employee	None	3 months starting from effective date of termination in Employment Tribunal
Less favourable treatment/suffering a detriment because of part time status	None	3 months from the date of less favourable treatment or detriment to which the complaint relates
Less favourable treatment due to fixed term status	None	3 months from the date of less favourable treatment or detriment to which the complaint relates

Minimum auto-enrolment contributions

	Minimum total percentage to be paid into pension	Minimum employer contribution	Minimum employee contribution
6 April 2019 onwards	8 per cent	3 per cent	5 per cent