

CURRENT STATUTORY PAYMENTS & COMPENSATION LIMITS

PARENTAL PAYMENTS (as from 7 or 8 April 2019)		
Type of Payment	Current Rate	Maximum Period
Statutory Maternity Pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory Maternity Pay (basic)	£148.68 per week*	33 weeks
Statutory Paternity Pay	£148.68 per week*	2 weeks
Statutory Adoption Pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory Adoption Pay (basic)	£148.68 per week*	33 weeks
Statutory Shared Parental Pay	£148.68 per week*	39 weeks
Maternity Allowance	£148.68 per week*	39 weeks

* or 90% of normal weekly earnings, if that is lower.

SICKNESS PAYMENTS (as from 6 April 2019)		
Type of Payment	Current Rate	Maximum Period
Statutory Sick Pay	£94.25 per week	28 weeks

NATIONAL LIVING WAGE & NATIONAL MINIMUM WAGE		
Rate	From April 2019	From April 2018
Age 25+	£8.21	£7.83
Age 21-24	£7.70	£7.38
Age 18-20	£6.15	£5.90
Age 16-17	£4.35	£4.20
Apprentices (year 1)	£3.90	£3.70

TRIBUNAL COMPENSATION LIMITS (as from 6 April 2019)	
Employment Right	Maximum
<u>Unfair Dismissal</u>	
<ul style="list-style-type: none"> • Basic Award • Compensatory Award • Additional Award 	£15,750 £86,444** £13,650 - £27,300 (26-52 weeks' pay)
Redundancy Pay	£15,750
Discrimination	No limit
Contract claims in a Tribunal	£25,000
<u>Dismissal for Health & Safety reasons</u>	
<ul style="list-style-type: none"> • Basic Award • Compensatory Award 	£15,750 (minimum £6,408) No limit
<u>Dismissal for TU rep/employee rep/ pension trustee reasons</u>	
<ul style="list-style-type: none"> • Basic Award • Compensatory Award 	£15,750 (minimum £6,408) £86,444**
<u>Dismissal for Making a Protected Disclosure (Whistle Blowing)</u>	
<ul style="list-style-type: none"> • Basic Award • Compensatory Award 	£15,750 No limit
Guarantee Pay	£145 (5 days in a 3m period: £29/day)

** Or one year's pay, if that is lower.

The limit on a week's pay is £525 (where applicable).