



# STATUTORY PAYMENTS FACTSHEET 2021

## STATUTORY PAYMENTS FOR TIME OFF WORK

(Each week)	April 2020	April 2021
Maternity pay and adoption pay: first 6 weeks	90% of normal weekly earnings	
Maternity pay: remaining 33 weeks (maximum)	£151.20	£151.97
Adoption pay: remaining 33 weeks (maximum)	£151.20	£151.97
Paternity pay: 2 weeks (maximum)	£151.20	£151.97
Shared parental leave: total of 39 weeks (maximum)	£151.20	£151.97
Statutory sick pay: up to 28 weeks	£95.85	£96.35

## NATIONAL MINIMUM/LIVING WAGE (HOURLY)

Year	Apprentice*	Under 18	18 to 20	21 to 24	25 and over
April 2021	£4.30	£4.62	£6.56	£8.36	£8.91

For previous rates go to <https://www.gov.uk/government/publications/the-national-minimum-wage-in-2020>

\*If under 19 or in first year of apprenticeship (otherwise refer to age bands). The apprenticeship rate does not apply to Higher Level Apprenticeships.

## COMPENSATION LIMITS

(Maximum unless stated)	April 2020	April 2021
Week's pay	£538	£544
Statutory redundancy payment: up to 30 weeks' pay	£16,140	£16,320
Unfair dismissal basic award: up to 30 weeks' pay	£16,140	£16,320
Unfair dismissal compensatory award	£88,519	£89,493
Automatic unfair dismissal basic award (minimum)**	£6,562	£6,634
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£13,988 to £27,976	£14,144 to 28,288
Breach of right to be accompanied: up to 2 weeks' pay	£1,076	£1,088
Breach of flexible working regulations: up to 8 weeks' pay	£4,304	£4,352
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,076 or £2,152	£1,088 or £2,176
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	£30
Guarantee payment (in any three months)	£150	£150

\*\*Dismissals for reasons of trade union membership or activities, or acting as a health and safety representative, employee representative, workforce representative or pension scheme trustee or on working time grounds

\*\*\*Limit on weeks' pay does not apply.



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## PAYMENTS ON INSOLVENCY

Maximum	April 2020	April 2021
Arrears of pay (8 weeks' pay)	£4,304	£4,352
Statutory notice pay (12 weeks' pay)	£6,456	£6,582
Holiday pay (6 weeks' pay)	£3,228	£3,264
Statutory redundancy pay or basic award (30 weeks' pay)	£16,140	£16,320

## DISCRIMINATION COMPENSATION VENTO BANDS

	April 2020	April 2021
Lower band	£900 to £9,000	£900 to £9,100
Middle band	£9,000 to £27,000	£9,100 to £27,400
Upper band	£27,000 to £45,000	£27,400 to £45,600

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