



# EMPLOYMENT FACTSHEET 2018

## STATUTORY PAYMENTS FOR TIME OFF WORK

(Each week)	April 2017	April 2018	April 2019*
Maternity pay and adoption pay: first 6 weeks	90% of normal weekly earnings		
Maternity pay: remaining 33 weeks (maximum)	£140.98	£145.18	£148.68
Adoption pay: remaining 33 weeks (maximum)	£140.98	£145.18	£148.68
Paternity pay: 2 weeks (maximum)	£140.98	£145.18	£148.68
Shared parental leave: total of 39 weeks (maximum)	£140.98	£145.18	£148.68
Statutory sick pay: up to 28 weeks	£89.35	£92.05	£148.68

\*DWP Proposal figures

## NATIONAL MINIMUM/LIVING WAGE (HOURLY)

Year	Apprentice	Under 18	18 to 20	21 to 24	25 and over
2018	£3.70	£4.20	£5.90	£7.38	£7.83
2017	£3.50	£4.05	£5.60	£7.05	£7.50

## COMPENSATION LIMITS

(Maximum unless stated)	April 2017	April 2018
Week's pay	£489	£508
Statutory redundancy payment: up to 30 weeks' pay	£14,670	£15,240
Unfair dismissal basic award: up to 30 weeks' pay	£14,670	£15,240
Unfair dismissal compensatory award	£80,541	£83,682
Automatic unfair dismissal basic award (minimum)*	£5,970	£6,203
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£12,714 to £25,428	£13,208 to £26,416
Breach of right to be accompanied: up to 2 weeks' pay	£978	£1,016
Breach of flexible working regulations: up to 8 weeks' pay	£3,912	£4,064
Failure to give written particulars of employment: 2 or 4 weeks' pay	£978 or £1,956	£1,016 or £2,032
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)	£27	£28
Guarantee payment (in any three months)	£135	£140

\*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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Maximum	April 2017	April 2018
Arrears of pay (8 weeks' pay)	£3,912	£4,064
Statutory notice pay (12 weeks' pay)	£5,868	£6,096
Holiday pay (6 weeks' pay)	£2,934	£3,048
Statutory redundancy pay or basic award (30 weeks' pay)	£14,670	£15,240

## KEY CONTACTS



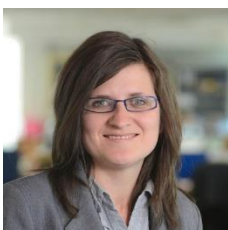
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