



# EMPLOYMENT FACTSHEET 2019

## STATUTORY PAYMENTS FOR TIME OFF WORK

(Each week)	April 2017	April 2019*
Maternity pay and adoption pay: first 6 weeks	90% of normal weekly earnings	
Maternity pay: remaining 33 weeks (maximum)	£145.18	£148.68
Adoption pay: remaining 33 weeks (maximum)	£145.18	£148.68
Paternity pay: 2 weeks (maximum)	£145.18	£148.68
Shared parental leave: total of 39 weeks (maximum)	£145.18	£148.68
Statutory sick pay: up to 28 weeks	£92.05	£94.25

## NATIONAL MINIMUM/LIVING WAGE (HOURLY)

Year	Apprentice*	Under 18	18 to 20	21 to 24	25 and over
2019	£3.90	£4.35	£6.15	£7.70	£8.21
2018	£3.70	£4.20	£5.90	£7.38	£7.83

\*If under 19 or in first year of apprenticeship (otherwise refer to age brands)

## COMPENSATION LIMITS

(Maximum unless stated)	April 2018	April 2019
Week's pay	£508	£525
Statutory redundancy payment: up to 30 weeks' pay	£15,240	£15,750
Unfair dismissal basic award: up to 30 weeks' pay	£15,240	£15,750
Unfair dismissal compensatory award	£83,682	£86,444
Automatic unfair dismissal basic award (minimum)*	£6,203	£6,408
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£13,208 to £26,416	£13,650 to £27,300
Breach of right to be accompanied: up to 2 weeks' pay	£1,016	£1,050
Breach of flexible working regulations: up to 8 weeks' pay	£4,064	£4,200
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,016 or £2,032	£1,050 or £2,100
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)	£28	£29
Guarantee payment (in any three months)	£140	£145

\*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 2018	April 2019
Arrears of pay (8 weeks' pay)	£4,064	£4,200
Statutory notice pay (12 weeks' pay)	£6,096	£6,300
Holiday pay (6 weeks' pay)	£3,048	£3,150
Statutory redundancy pay or basic award (30 weeks' pay)	£15,240	£15,750

## KEY CONTACTS



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