



# EMPLOYMENT FACTSHEET 2020

## STATUTORY PAYMENTS FOR TIME OFF WORK

(Each week)	April 2019	April 2020
Maternity pay and adoption pay: first 6 weeks	90% of normal weekly earnings	
Maternity pay: remaining 33 weeks (maximum)	£148.68	£151.20
Adoption pay: remaining 33 weeks (maximum)	£148.68	£151.20
Paternity pay: 2 weeks (maximum)	£148.68	£151.20
Shared parental leave: total of 39 weeks (maximum)	£148.68	£151.20
Statutory sick pay: up to 28 weeks	£94.25	£95.85

## NATIONAL MINIMUM/LIVING WAGE (HOURLY)

Year	Apprentice*	Under 18	18 to 20	21 to 24	25 and over
2020	£4.15	£4.55	£6.45	£8.20	£8.72
2019	£3.90	£4.35	£6.15	£7.70	£8.21

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

## COMPENSATION LIMITS

(Maximum unless stated)	April 2019	April 2020
Week's pay	£525	£538
Statutory redundancy payment: up to 30 weeks' pay	£15,750	£16,140
Unfair dismissal basic award: up to 30 weeks' pay	£15,750	£16,140
Unfair dismissal compensatory award	£86,444	£88,519
Automatic unfair dismissal basic award (minimum)**	£6,408	£6,562
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£13,650 to £27,300	£13,988 to £27,976
Breach of right to be accompanied: up to 2 weeks' pay	£1,050	£1,076
Breach of flexible working regulations: up to 8 weeks' pay	£4,200	£4,304
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,050 or £2,100	£1,076 or £2,152
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)	£29	£30
Guarantee payment (in any three months)	£145	£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 2019	April 2020
Arrears of pay (8 weeks' pay)	£4,200	£4,304
Statutory notice pay (12 weeks' pay)	£6,300	£6,456
Holiday pay (6 weeks' pay)	£3,150	£3,228
Statutory redundancy pay or basic award (30 weeks' pay)	£15,750	£16,140

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