



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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