

Key Payments and Limits 2019/20



Key Compensation Limits

Compensation	Current rate	Date From	Previous Rate
Unfair dismissal compensatory award	£86,444*	06 April 2019	(£83,682)
Limit on a week's pay	£525	06 April 2019	(£508)
Statutory redundancy pay (Maximum)	£15,750	06 April 2019	(£15,240)
Basic award (Maximum)	£15,750	06 April 2019	(£15,240)
Additional award (Refusal to reinstate) Between 26 and 52 weeks' pay	£13,650-27,300	06 April 2019	(£13,208 - £26,416)
Breach of right to be accompanied (Maximum 2 weeks' pay)	£1,050	06 April 2019	(£1,016)
Breach of contract (Tribunal maximum)	£25,000	No change	No change
Breach of flexible working regulations (Maximum 8 weeks' pay)	£4,200	06 April 2019	(£4,064)
Failure to collectively consult (Redundancy)	90 days' gross pay (No maximum weekly limit)		
Failure to inform or consult (TUPE)	13 weeks' gross pay (No maximum weekly limit)		

*Please note the maximum compensatory award is the lower of the statutory compensation or 52 weeks' gross pay

National Living Wage

From 1 April 2019

Age	Current rate	Previous rate
25+	£8.21	£7.83

Statutory Sick Pay

From 6 April 2019

Payment	Current rate
Statutory Sick Pay	£94.25

National Minimum Wage

From 1 April 2019

Age	Current rate	Previous rate
16 - 17	£4.35	£4.20
18 - 20	£6.15	£5.90
21+	£7.70	£7.38
Apprentice rate	£3.90	£3.70

Family Benefits

From 1 April 2019

Payment	Current rate
Maternity Pay	£148.68 (Maximum)
Adoption Pay	£148.68 (Maximum)
Paternity Pay	£148.68 (Maximum)
Shared Parental Pay	£148.68 (Maximum)