

Key Payments and Limits 2020/21

Key Compensation Limits

Compensation	Current rate	Date From	Previous Rate
Unfair dismissal compensatory award	£88,519*	06 April 2020	(£86,444)
Limit on a week's pay	£538	06 April 2020	(£525)
Statutory redundancy pay (Maximum)	£16,140	06 April 2020	(£15,750)
Basic award (Maximum)	£16,140	06 April 2020	(£15,750)
Additional award (Refusal to reinstate) Between 26 and 52 weeks' pay	£13,988- £27,976	06 April 2020	(£13,650-27,300)
Breach of right to be accompanied (Maximum 2 weeks' pay)	£1,076	06 April 2020	(£1,050)
Breach of contract (Tribunal maximum)	£25,000	No change	No change
Breach of flexible working regulations (Maximum 8 weeks' pay)	£4,304	06 April 2020	(£4,200)
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 2020

Age	Current rate	Previous rate
25+	£8.72	£8.21

Statutory Sick Pay

From 6 April 2020

Payment	Current rate
Statutory Sick Pay	£95.85

National Minimum Wage

From 1 April 2020

Age	Current rate	Previous rate
16 - 17	£4.55	£4.35
18 - 20	£6.45	£6.15
21+	£8.20	£7.70
Apprentice rate	£4.15	£3.90

Family Benefits/Pay

From 5 April 2020 (6 April – bereavement pay)

Payment	Current rate
Maternity/ Adoption Pay	£151.20 (Maximum)*
Paternity Pay	£151.20 (Maximum)*
Shared Parental Pay	£151.20 (Maximum)*
Parental Bereavement Pay	£151.20 (Maximum)*

Maternity and adoption pay - 90% of the employee's normal weekly earnings for first six weeks.
Family benefits *£151.20 or 90% of the employee's normal weekly earnings, whichever is lower.