

# Key Payments and Limits 2021/22



## Key Compensation Limits

Compensation	April 2021 rate	Date from	April 2020 rate
Unfair dismissal compensatory award	£89,493*	06 April 2021	(£88,519)
Limit on a week's pay	£544	06 April 2021	(£538)
Statutory redundancy pay (Maximum)	£16,320	06 April 2021	(£16,140)
Basic award (Maximum)	£16,320	06 April 2021	(£16,140)
Additional award (Refusal to reinstate) Between 26 and 52 weeks' pay	£14,144-£28,288	06 April 2021	(£13,988-£27,976)
Breach of right to be accompanied (Maximum 2 weeks' pay)	£1,088	06 April 2021	(£1,076)
Breach of contract (Tribunal maximum)	£25,000	No change	No change
Breach of flexible working regulations (Maximum 8 weeks' pay)	£4,352	06 April 2021	(£4,304)
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 2021

Age	April 2021 rate	April 2020 rate
23+ (from 1 April 2021 – previously 25+)	£8.91	(£8.72)

## Statutory Sick Pay

From 6 April 2021

Payment	April 2021 rate
Statutory Sick Pay	£96.35

## National Minimum Wage

From 1 April 2021

Age	April 2021 rate	April 2020 rate
16 - 17	£4.62	(£4.55)
18 - 20	£6.56	(£6.45)
21+	£8.36	(£8.20)
Apprentice rate	£4.30	(£4.15)

## Family Benefits/Pay

From 4 April 2021

Payment	April 2021 rate
Maternity/ Adoption Pay	£151.97 (Maximum)*
Paternity Pay	£151.97 (Maximum)*
Shared Parental Pay	£151.97 (Maximum)*
Bereavement pay	£151.97 (Maximum)*

**Maternity and adoption pay** - 90% of the employee's normal weekly earnings for first six weeks.  
**Family benefits** \*£151.97 or 90% of the employee's normal weekly earnings, whichever is lower.