

Key Payments and Limits 2018/19



Key Compensation Limits

Compensation	Current rate	Date From	Previous Rate
Unfair dismissal compensatory award	£83,682*	06 April 2018	(£80,541)
Limit on a week's pay	£508	06 April 2018	(£489)
Statutory redundancy pay (Maximum)	£15,240	06 April 2018	(£14,670)
Basic award (Maximum)	£15,240	06 April 2018	(£14,670)
Additional award (Refusal to reinstate) Between 26 and 52 weeks' pay	£13,208 - £26,416	06 April 2018	(£12,714 - £25,428)
Breach of right to be accompanied (Maximum 2 weeks' pay)	£1,016	06 April 2018	(£978)
Breach of contract (Tribunal maximum)	£25,000	No change	No change
Breach of flexible working regulations (Maximum 8 weeks' pay)	£4,064	06 April 2018	(£3,912)
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 2018

Age	Current rate	Previous rate
25+	£7.83	£7.50

Statutory Sick Pay

From 6 April 2018

Payment	Current rate
Statutory Sick Pay	£92.05

National Minimum Wage

Age	Current rate	Previous rate
16 - 17	£4.20	£4.05
18 - 20	£5.90	£5.60
21+	£7.38	£7.05
Apprentice rate	£3.70	£3.50

Family Benefits

From 1 April 2018

Payment	Current rate
Maternity Pay	£145.18 (Maximum)
Adoption Pay	£145.18 (Maximum)
Paternity Pay	£145.18 (Maximum)
Shared Parental Pay	£145.18 (Maximum)

.....