



National Minimum Wage 	April 1 st 2019	April 1 st 2020
National Living Wage (age 25+)	£8.21	£8.72
Standard Adult Rate Age 21-24	£7.70	£8.20
Development Rate Age 18-20	£6.15	£6.45
Young Workers Rate Age 16-17	£4.35	£4.55
Apprenticeship rate		
Payable to apprentices under 19 years or those over 19 in their first year of apprenticeship.	£3.90	£4.15

Family Related Leave 	April 6 th 2019	April 7 th 2020
Statutory Maternity/Adoption Pay (prescribed weekly rate)		
Payable for 6 weeks at earnings related rate of 90% normal weekly earnings, and then for 33 weeks at the lower of the earnings-related rate or the prescribed rate as shown in this table.	£148.68	£151.20
Statutory Paternity Pay		
2 weeks' ordinary paternity pay at the lower of 90% normal weekly earnings or the prescribed rate as shown in this table.	£148.68	£151.20
Shared Parental Pay		
Payable for 39 weeks less any weeks spent by the mother/adopter on SMP, MA or SAP. The rate of pay is the lower of 90% normal weekly earnings or the prescribed rate as shown in this table.	£148.68	£151.20
Maternity Allowance		
Payable for 39 weeks at the lower of 90% of normal weekly earnings or the prescribed rate as shown in this table.	£148.68	£151.20

Sickness Absence 	April 6 th 2019	April 6 th 2020
Statutory Sick Pay (per week)		
Payable from the fourth qualifying day of sickness absence. Payable for up to 28 weeks in any period of incapacity for work or series of linked periods of incapacity for work.	£94.25	£95.85

Compensation Awards 	April 6 th 2019	April 6 th 2020
Statutory redundancy pay (maximum award)		
Up to 30 weeks' pay according to age and length of service, with the maximum amount of pay capped as shown in this table. When calculating this payment a weeks' pay is capped at the level in this timetable.	£15,750	£16,140
Basic Award for unfair dismissal (maximum award)		
Calculated as per statutory redundancy pay. There is a minimum basic award for automatically unfair dismissals.	£15,750 £6,408	£16,140 £6,562
Compensatory Award for unfair dismissal		
The maximum amount payable is the lower of the statutory limit indicated in this table or 52 weeks' gross pay, based on loss of earnings. This cap on compensation is removed for certain categories of dismissals.	£86,444	£88,519
Failure to inform and consult in a collective redundancy situation		
This is based on actual weeks' pay and is not capped at the statutory limit.	90 days' pay	90 days' pay
Failure to inform and consult on a TUPE transfer		
This is based on actual weeks' pay and is not capped at the statutory limit.	13 weeks' pay	13 weeks' pay
Breach of right to be accompanied		
Up to two weeks' pay, subject to the statutory cap indicated in this table.	£1,050	£1,076
Breach of flexible working regulations		
Up to eight weeks' pay, subject to the statutory cap indicated in this table.	£4,200	£4,304
Failure to give written particulars of employment		
Either two or four weeks' pay, subject to the statutory cap indicated in this table.	£1,050 or £2,100	£1,076 or £2,152
Limit on a week's pay	£525	£538



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