



Employment Law Compensation Limits 2021-2022

| National Minimum Wage  | April 1 st 2020 | April 1 st 2021 |
|---|----------------------------|----------------------------|
| National Living Wage Age 25+ (age 23+ from 1 April 2021) | £8.72 | £8.91 |
| Standard Adult Rate Age 21-24 (age 21-22 from 1 April 2021) | £8.20 | £8.36 |
| Development Rate Age 18-20 | £6.45 | £6.56 |
| Young Workers Rate Age 16-17 | £4.55 | £4.62 |
| Apprenticeship rate | £4.15 | £4.30 |
| Payable to apprentices under 19 years or those over 19 in their first year of apprenticeship. | | |

| Family Related Leave  | April 6 th 2020 | April 4 th 2021 |
|--|----------------------------|----------------------------|
| 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. | £151.20 | £151.97 |
| 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. | £151.20 | £151.97 |
| 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. | £151.20 | £151.97 |
| Maternity Allowance | | |
| Payable for 39 weeks at the lower of 90% of normal weekly earnings or the prescribed rate as shown in this table. | £151.20 | £151.97 |

| Sickness Absence  | April 6 th 2020 | April 4 th 2021 |
|---|----------------------------|----------------------------|
| 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. | £95.85 | £96.35 |

| Compensation Awards  | April 6 th 2020 | April 6 th 2021 |
|---|----------------------------|----------------------------|
| 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. | £16,140 | £16,320 |
| Basic Award for unfair dismissal (maximum award) | | |
| Calculated as per statutory redundancy pay. There is a minimum basic award for automatically unfair dismissals. | £16,140 £6,562 | £16,320 £6,634 |
| 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. | £88,519 | £89,493 |
| 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. | £1,076 | £1,088 |
| Breach of flexible working regulations | | |
| Up to eight weeks' pay, subject to the statutory cap indicated in this table. | £4,304 | £4,352 |
| Failure to give written particulars of employment | | |
| Either two or four weeks' pay, subject to the statutory cap indicated in this table. | £1,076 or £2,152 | £1088 to £2176 |
| Limit on a week's pay | £538 | £544 |



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