

## FACTS AND FIGURES AT YOUR FINGERTIPS – APRIL 2017

### Compensation limits

A week's pay for statutory purposes	£489 (up from £479)
Maximum unfair dismissal basic award (30 weeks)	£14,670 (up from £14,370)
Maximum unfair dismissal compensatory award	Lower of 52 weeks' gross pay or £80,541 (up from £78,962)

These sums apply where the dismissal took place on or after **6 April 2017**

### National minimum wage hourly rates

National living wage (aged 25 and over)	£7.50 (up from £7.20)
Standard rate (aged 21 to 24)	£7.05 (up from £6.95)
Development rate (aged 18 to 20)	£5.60 (up from £5.55)
Young workers rate (aged 16 to 17)	£4.05 (up from £4.00)
Apprentices rate *	£3.50 (up from £3.40)

\*under 19 years of age or those aged 19 and over but in the first year of their apprenticeship

Current rates apply from **1 April 2017** as aligned in Government's Autumn Statement on 23 November 2016

### Statutory weekly payments for leave

Sick pay (after three qualifying days' absence)	£89.35 (up from £88.45) for up to 28 weeks
Maternity pay (first six weeks)	90% of normal wages for 6 weeks
Prescribed rate for other statutory family leave	£140.98 (up from £139.58)
	Maternity pay for up to 33 weeks
	Paternity pay for up to 2 weeks
	Shared parental pay on birth for up to 37 weeks
	Maternity allowance, Adoption pay & Shared parental pay on adoption for up to 39 weeks

These rates apply from **6 April 2017** (except SSP from 2 April 2017)

### Other maximum payments

Guarantee payment (per day)	£27 from 6 April 2017 (up from £26)
Guarantee payment (in any three month period)	£135 from 6 April 2017 (up from £130)
Failure to inform or consult on collective redundancies	90 days' gross pay
Failure to inform or consult on TUPE transfer	13 weeks' gross pay
Breach of contract claim in employment tribunal	£25,000
Unlawful deductions and discrimination claims in employment tribunal	Unlimited

For more information call

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### PENSION AUTO-ENROLMENT

#### Pension auto-enrolment staging dates

Employers with between 50 & 249 employees	between 1 April 2014 & 1 April 2015
Employers with fewer than 50 employees	between 1 June 2015 & 1 April 2017
New employers set up before October 2017	between 1 May 2017 & 1 February 2018

#### Pension auto-enrolment minimum contributions to DC schemes \*

From employer's staging date to 5 April 2018	employer 1% & jobholder 1%
From 6 April 2018 to 5 April 2019	employer 2% & jobholder 3%
From 6 April 2019 onwards	employer 3% & jobholder 5%

\*dates aligned with tax years in Government's Autumn Statement on 25 November 2015

### TRIBUNAL FEES

These fees apply for claims or appeals filed on or after 29 July 2013

#### Employment tribunal issue and hearing fees for single claimants

Type A issue fee	£160
Type A hearing fee	£230
Type B issue fee	£250
Type B hearing fee	£950

#### Some other employment tribunal fees

Employer contract claim fee	£160
Type A reconsideration fee (following final hearing)	£100
Type B reconsideration fee (following final hearing)	£350
Judicial mediation fee	£600

#### Employment appeal tribunal fees

Issue fee	£400
Hearing fee	£1,200

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