

FACTS AND FIGURES AT YOUR FINGERTIPS – APRIL 2018

Compensation limits

| | |
|---|---|
| A week's pay for statutory purposes | £508 (up from £489) |
| Maximum unfair dismissal basic award (30 weeks) | £15,240 (up from £14,670) |
| Maximum unfair dismissal compensatory award | Lower of 52 weeks' gross pay or £83,682 (up from £80,541) |

These sums apply where the dismissal took place on or after **6 April 2018**

National minimum wage hourly rates

| | |
|---|-----------------------|
| National living wage (aged 25 and over) | £7.83 (up from £7.50) |
| Standard rate (aged 21 to 24) | £7.38 (up from £7.05) |
| Development rate (aged 18 to 20) | £5.90 (up from £5.60) |
| Young workers rate (aged 16 to 17) | £4.20 (up from £4.05) |
| Apprentices rate * | £3.70 (up from £3.50) |

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

New rates apply from **1 April 2018**

Statutory weekly payments for leave

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|--|--|
| Sick pay (after three qualifying days' absence) | £92.05 (up from £89.35) for up to 28 weeks |
| Maternity pay (first six weeks) | 90% of normal wages for 6 weeks |
| Prescribed rate for other statutory family leave | £145.18 (up from £140.98) |
| | 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 |

New rates apply from **1 April 2018** (except SSP from 6 April 2018 and maternity allowance from 9 April 2018)

Updated *Vento* bands for injury to feelings awards

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|-------------|---|
| Lower band | £900 to £8,600 (up from £800 to £8,400) |
| Middle band | £8,600 to £25,700 (up from £8,400 to £25,200) |
| Upper band | £25,700 to £42,900 (up from £25,200 to £42,000) |

New rates for claims presented on or after **6 April 2018**

For more information call

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Other maximum payments

| | |
|--|---------------------------------------|
| Guarantee payment (per day) | £28 from 6 April 2018 (up from £27) |
| Guarantee payment (in any three month period) | £140 from 6 April 2018 (up from £135) |
| 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 |

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 trigger date

New employers whose first worker is paid on or after 1 October 2017 that payment date

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

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