

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

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

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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