

FACTS AND FIGURES AT YOUR FINGERTIPS – MARCH 2020

Compensation limits

A week's pay for statutory purposes	£525 (up from £508 and rising to £538)
Maximum unfair dismissal basic award (30 weeks)	£15,750 (up from £15,240 and rising to £16,140)
Maximum unfair dismissal compensatory award	Lower of 52 weeks' gross pay or £86,444 (up from £83,682 and rising to £88,519)

These sums apply where the dismissal took place on or after 6 April 2019 (rising on 6 April 2020)

National minimum wage hourly rates (with proposed increases)

National living wage (aged 25 and over)	£8.21 (up from £7.83 and rising to £8.72)
Standard rate (aged 21 to 24)	£7.70 (up from £7.38 and rising to £8.20)
Development rate (aged 18 to 20)	£6.15 (up from £5.90 and rising to £6.45)
Young workers rate (aged 16 to 17)	£4.35 (up from £4.20 and rising to £4.55)
Apprentices rate *	£3.90 (up from £3.70 and rising to £4.15)

*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 2019 with all new rates from 1 April 2020

Statutory weekly payments for leave (with proposed increases)

Sick pay (after three qualifying days' absence)	£94.25 (rising to £95.85) for up to 28 weeks
Maternity pay and adoption pay (first six weeks)	90% of normal wages for 6 weeks
Prescribed rate for other statutory family leave	£148.68 * (rising to £151.20)
	Maternity pay and adoption pay for up to 33 weeks
	Paternity pay for up to 2 weeks
Parental Bereavement Pay for up to 2 weeks	(new from 6 April 2020 only)
	Shared parental pay on birth for up to 37 weeks
Maternity allowance, Adoption pay & Shared parental pay on adoption for up to 39 weeks	

*or 90% of normal weekly wages, if lower

Current rates apply from 7 April 2019 (except SSP from 6 April 2019) with all new from 5 April 2020

For more information call

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Updated *Vento* bands for injury to feelings awards

Lower band	£900 to £8,800 (up from £900 to £8,600)
Middle band	£8,800 to £26,300 (up from £8,600 to £25,700)
Upper band	£26,300 to £44,000 (up from £25,700 to £42,900)

Current rates for claims presented on or after 6 April 2019

Other maximum payments

Guarantee payment (per day)	£29 (up from £28 and rising to £30)
Guarantee payment (in any three month period)	£145 (up from £140 and rising to £150)
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

Current rates apply from 6 April 2019 (with all new rates from 6 April 2020)

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%

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