

## FACTS AND FIGURES AT YOUR FINGERTIPS – APRIL 2020

### Compensation limits

A week's pay for statutory purposes	£538 (up from £525)
Maximum unfair dismissal basic award (30 weeks)	£16,140 (up from £15,750)
Maximum unfair dismissal compensatory award	Lower of 52 weeks' gross pay or £88,510 (up from £86,444)

These sums apply where the dismissal took place on or after **6 April 2020**

### National minimum wage hourly rates (with proposed increases)

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

\*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 2020**

### Statutory weekly payments for leave (with proposed increases)

Sick pay (after three qualifying days' absence)	£95.85 (up from £94.25) 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	£151.20 * (up from £148.68)
	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 **5 April 2020**

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### Updated *Vento* bands for injury to feelings awards

Lower band	£900 to £9,000 (up from £900 to £8,800)
Middle band	£9,000 to £27,000 (up from £8,800 to £26,300)
Upper band	£27,000 to £45,000 (up from £26,300 to £44,000)

Current rates for claims presented on or after **6 April 2020**

### Other maximum payments

Furlough leave	lower of <b>80% wages</b> * and <b>£2,500</b> gross per month
Guarantee payment (per day)	<b>£30</b> (up from £29)
Guarantee payment (in any three month period)	<b>£150</b> (up from £145)
Failure to inform or consult on collective redundancies	<b>90 days' gross pay</b>
Failure to inform or consult on TUPE transfer	<b>13 weeks' gross pay</b>
Breach of contract claim in employment tribunal	<b>£25,000</b>
Unlawful deductions and discrimination claims in employment tribunal	<b>Unlimited</b>

\*plus associated employer NICs and minimum employer auto-enrolment pension contributions

Current rates apply from **6 April 2020** (except furlough leave from 1 March 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	<b>employer 3% &amp; jobholder 5%</b>

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