

## RATES CHART as at April 2020

RATE	As at April 2019	As at April 2020
<b>National Minimum Wage (hourly)</b>		
• Adult rate (aged 21 to 24)	£7.70	£8.20
• 18-20 years old	£6.15	£6.45
• 16-17 years old	£4.35	£4.55
• apprentice	£3.90	£4.15
• accommodation off-set	£7.55 (£52.85 pw)	£8.20 (£57.40)
<b>National Living Wage (hourly) (aged 25+)</b>	£8.21	£8.72
<b>Living Wage (voluntary) (aged 18+)</b>	UK £9, London £10.55	UK £9.30, London £10.75
<b>Lower Earnings Limit</b>	£118 pw	£120 pw
<b>Statutory Sick Pay</b>	£94.25 pw	£95.85 pw
<b>Statutory Maternity/Paternity/Adoption/Shared Parental/Bereavement</b>	£148.68 pw	£151.20 pw

	2018	2019
<b>Basic Award</b>	£525 max gross pw Max 30 weeks	£538 max gross pw Max 30 weeks
<b>Compensatory Award (Maximum whichever is lower)</b>	No limit on weeks' pay Max £86,444, or one year's gross pay	No limit on weeks' pay Max £88,519, or one year's gross pay
<b>Additional Award - failure to reinstate</b>	£525 max gross pw Between 26 and 52 weeks	£538 max gross pw Between 26 and 52 weeks
<b>Automatic unfair dismissals<sup>1</sup></b>		
• <b>Basic Award</b>	£525 max gross pw Min £6,203; Max £15,240	£538 max gross pw Max 30 weeks
• <b>Compensatory Award</b>	Unlimited	Unlimited
<b>Statutory Redundancy Pay</b>	£525 max gross pw Max 30 weeks	£538 max gross pw Max 30 weeks
<b>Refusal of right to be accompanied</b>	£525 max gross pw Max two weeks	£538 max gross pw Max two weeks
<b>Failure re redundancy collective consultation</b>	No limit on weeks' pay Max 90 days	No limit on weeks' pay Max 90 days
<b>Failure to inform/consult on TUPE</b>	No limit on weeks' pay Max 13 weeks	No limit on weeks' pay Max 13 weeks
<b>Breach of Flexible Working Regulations</b>	£525 max gross pw Max eight weeks	£538 max gross pw Max eight weeks
<b>Discrimination – loss of earnings</b>	Unlimited	Unlimited
<b>Discrimination – injury to feelings</b>	Lower: £900 to £8,600 Middle: £8,600 to £25,700 Higher: £25,700 to £42,900	Lower: £900 to £9,000 Middle: £9,000 to £27,000 Higher: £27,000 to £45,000
<b>Breach of contract in tribunal</b>	No weekly limit; max £25,000	No weekly limit; max £25,000
<b>Faulty or no written statement of particulars of employment</b>	£525 max gross Between 2 and 4 weeks	£538 max gross pw Between 2 and 4 weeks

<sup>1</sup> for example dismissals for TU or H&S reasons, Pension reps, Employee reps, Whistleblowing, TUPE

<b>Guaranteed payment (where laid off or put on short time working)</b>	£29 per day. Max 5 days or £145 in any 3 months.	£30 per day. Max 5 days or £150 in any 3 months
-------------------------------------------------------------------------	--------------------------------------------------	-------------------------------------------------