

JULIAN TAYLOR SOLICITORS

Human Resources
& Employment Law

RATES AND LIMITS

Compensation Limits

Type of Payment	From 6 April 2017	From 6 April 2018
Compensatory Award for Unfair Dismissal (Max)	£80,541 The compensatory payment will be the lower of EITHER £80,541 OR 52 weeks' actual gross pay.	£83,682 The compensatory payment will be the lower of EITHER £83,682 OR 52 weeks' actual gross pay.
Limit on a week's pay (for calculating Statutory Redundancy Payment (SRP), Basic Award and some other compensation payments)	£489	£508
SRP or Basic Award (Max)	£14,670 (30 weeks)	£15,240 (30 weeks)
Breach of the Right to be Accompanied (Max)	£978 (2 weeks)	£1,016 (2 weeks)
Failure to comply with the Flexible Working Regulations (Max)	£3,912 (8 weeks)	£4,064 (8 weeks)
Failure to provide statement of employment particulars in certain cases (Max)	£978 or £1,956 (2 or 4 weeks)	£1,016 or £2,032 (2 or 4 weeks)
Failure to inform or consult over collective redundancy (Max)	90 days' actual gross pay (uncapped)	90 days' actual gross pay (uncapped)
Failure to inform or consult over a TUPE transfer (Max)	13 weeks' actual gross pay (uncapped)	13 weeks' actual gross pay (uncapped)

Payments for Time off Work

Statutory Maternity Pay (applicable from 2 April 2018)	90% of employee's normal weekly earnings for first 6 weeks; then £145.18 a week or 90% of normal weekly earnings if lower, for 33 weeks.
Statutory Paternity Pay (applicable from 2 April 2018)	£145.18 a week or 90% of normal weekly earnings if lower, for 2 weeks.
Statutory Adoption Pay (applicable from 2 April 2018)	90% of normal weekly earnings for first 6 weeks, then £145.18 a week or 90% of normal weekly earnings if lower, for 33 weeks.
Maternity Allowance (applicable from 2 April 2018)	£145.18 a week or 90% of normal weekly earnings if lower, for 39 weeks.
Shared Parental Pay (applicable from 2 April 2018)	£145.18 a week or 90% of normal weekly earnings if lower for 39 weeks (less any weeks spent by the mother in receipt of statutory maternity pay)
Statutory Sick Pay (applicable from 6 April 2018)	£92.05 per week.

Minimum Wage (Hourly Rates applicable from 1 April 2018)

National Living Wage (Age 25+)	Standard Adult Rate (Age 21+)	Development Rate (Age 18-20)	Young Workers Rate (Age 16-17)	Apprentices Rate
£7.83	£7.38	£5.90	£4.20	£3.70

The figures on this page are accurate as at 1 October 2018. For more information or advice on specific situations please telephone us on 01869 351833.