

# Employment Law Helpful Facts & Figures

## Compensation limits from 6th April 2020

Complaint	Maximum Award
Discrimination	Unlimited
Unfair dismissal: - Basic award	£16,140 (30 weeks' pay subject to the limit on a week's pay)
- Compensatory award	£88,519
Additional award for failure to reinstate	26 -52 weeks' pay (£13,988 - £27,976)
Max week's pay used to calculate basic awards and statutory redundancy payments	£538
Statutory redundancy pay	£16,140
Dismissal for union or employee representative or pension trustee reasons	£6,562 (minimum basic award)
Dismissal for health and safety reasons	£6,562 (minimum basic award)
Dismissal for protected disclosure	£6,562 (minimum basic award)
Failure to conduct collective consultation	90 days' actual pay
Failure to inform or consult over a TUPE transfer	13 weeks' actual pay

## Qualifying periods and time limits

Complaint	Qualifying Period	Time Limit to Bring Claim
Discrimination	None	3 months from the date of the act complained of
Unfair dismissal	None	3 months starting from EDT
Automatically unfair dismissal eg. Pregnancy and whistle blowing	None	3 months starting from EDT
Statutory redundancy payment	2 years	6 months from the relevant date
Failure to conduct collective consultation last dismissal takes effect	None	3 months starting with the date the
Failure to pay a protective award in respect of which the compliant is made	None	3 months starting with the last day
Failure to consult under TUPE transfer	None	3 months from the date of the
Written particulars of employment	1 month	3 months from the date employment ceased

## National minimum wage

Category of worker	From 1st April 2020
Apprentice	£4.15 an hour
Aged 16 -17	£4.55 an hour
Aged 18 -20	£6.45 an hour
Aged 21 - 24	£8.20 an hour
Aged 25+	£8.72 an hour (National Living Wage)
Accommodation Offset	£1 per week (provision of a house); £8.20 per day (other living accommodation)

## Sick pay

Payment	Rate	Maximum Period
Statutory sick pay	£95.85	28 weeks

## Calculating statutory redundancy pay

Category of worker	From 1st April 2020
1 ½ weeks' pay	Each year in employment aged 41+
1 weeks' pay	Each year in employment aged 22-40
½ weeks' pay	Each year in employment aged 18 -22
Maximum weeks' pay	£538
Maximum number of years	Last 20 worked

## Statutory minimum notice to employees

Length of Employment	Notice Required
Under 1 month	No statutory notice required
1 month to 2 years	One week
2 years to 12 years	One week for each completed year of employment
12 years or more	12 weeks



## Working time

 subject to some exceptions and special cases

Type of Leave	Minimum Amount
Paid annual leave	5.6 weeks
Rest break after 6 hours	20 minutes (30 minutes if under 18)
Daily rest period	11 hours (12 hours if under 18)
Weekly rest period	24 hours (48 hours if under 18)
Maximum average working time	48 hours per week (averaged over 17 weeks)

## Family friendly payments

	From 5th April 2020	Max Period
Statutory maternity pay (higher rate)	90% of average weekly earnings	6 weeks
Statutory maternity pay (basic pay)	£151.20 per week or 90 per cent of employee's weekly earnings if this is lower	33 weeks
Maternity allowance	£151.20 per week	39 weeks
Statutory paternity pay	£151.20 per week or 90 per cent of employee's weekly earnings if this is lower	2 weeks
Statutory adoption pay	First 6 weeks at 90% of average weekly earnings. Remaining weeks at £151.20 or 90% of weekly earnings if this is lower.	39 weeks
Statutory shared parental leave pay	£151.20 per week or 90% of weekly earnings if this is lower.	39 weeks, less any weeks spent by the child's mother or adopter in receipt of SMP, MA or SAP

## Family friendly leave

Type of Leave	Maximum Entitlement
Statutory maternity	52 weeks
Statutory paternity	2 weeks
Statutory adoption	52 weeks
Parental leave	18 weeks (for each child under 18 years)
Time off for dependents	'Reasonable' amount

These facts and figures were correct at time of writing in September 2020 and may be subject to change. They are for guidance only and do not constitute legal or professional advice. Readers should not act based on the information included and should always take appropriate professional advice upon their own particular circumstances.

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