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EMPLOYMENT LAW DEPARTMENT

# Statutory Payments

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## 1. Parental Payments from April 2015

Type of payment	Current rate	Maximum period
Statutory maternity pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory maternity pay (basic rate)	£139.58 per week or 90% of normal weekly earnings if lower	33 weeks
Maternity allowance	£139.58 per week or 90% of normal weekly earnings if lower	39 weeks
Statutory paternity pay	£139.58 per week or 90% of normal weekly earnings if lower	2 weeks
Statutory adoption pay	£139.58 per week or 90% of normal weekly earnings if lower	39 weeks

## 2. National Minimum Wage

Type of payment	October 2014	October 2015
Workers aged 21+	£6.50	£6.70
Workers aged 18-20	£5.13	£5.30
Workers aged 16-17	£3.79	£3.87
Apprentices	£2.73	£3.30
Accommodation offset per day	£5.08	£5.35

## 3. Sickness Payments (from April 2015)

Type of payment	Current rate	Max period
Statutory sickness pay	£88.45	28 weeks

## 4. Unfair Dismissal Compensation Limits (from April 2015)

Type of payment	Maximum current rate
Unfair dismissal basic award	£14,250
Unfair dismissal compensatory award	£78,335 or 12 months' salary if lower
Limit on a week's pay	£475

## 5. Redundancy Payments (from April 2015)

Limit on a week's pay	£475
Maximum redundancy payment	£14,250

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