

EMPLOYMENT LAW DEPARTMENT

Statutory Payments

Dean Wilson LLP Solicitors

Ridgeland House, 165 Dyke Road, Brighton, BN3 1TL **01273 249 200**

1. Parental Payments from April 2019

Type of payment	Current rate	Maximum period
Statutory maternity pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory maternity pay (basic rate)	£148.68 per week or 90% of normal weekly earnings if lower	33 weeks
Maternity allowance	£148.68 per week or 90% of normal weekly earnings if lower	39 weeks
Statutory paternity pay	£148.68 per week or 90% of normal weekly earnings if lower	2 weeks
Statutory adoption pay	£148.68 per week or 90% of normal weekly earnings if lower	39 weeks
Shared Parental Pay	£148.68 per week or 90% of normal weekly earnings if lower	Balance of SMP period unused by mother before commencement of Shared Parental Leave

2. National Minimum Wage from April 2019

Type of payment	Current rate	
National Living Wage (Age 25+)	£8.21	
Workers aged 21-24	£7.70	
Workers aged 18-20	£6.15	
Workers aged 16-17	£4.35	
Apprentices	£3.90	
Accommodation offset per day	£7.55	

3. Sickness Payments (from April 2019)

Type of payment	Current rate	Max period
Statutory sickpay (SSP)	£94.25	28 weeks

4. Unfair Dismissal Compensation Limits (from April 2019)

Type of payment	Maximum current rate
Unfair dismissal basic award	£15,750
Unfair dismissal compensatory award	£86,444 or 12 months' gross salary if lower
Statutory cap on a week's pay for basic award purposes	£525

5. Redundancy Payments (from April 2019)

Statutory cap on a week's pay for redundancy payment purposes	£525
Maximum statutory redundancy payment	£15,750

NB – these limits and payments are subject to periodic amendment, usually annually in April. If in doubt please contact Dean Wilson LLP to verify the current payment rates.

Clare Waller

☎ 01273 249277

✉ crw@deanwilson.co.uk