

**Excello
Law**



Employment Data 2021



Employment Tribunal Awards from 6 April 2021

Maximum unfair dismissal compensatory award (or 1 year gross salary if lower)	£89,493
Maximum unfair dismissal basic award	£16,320
Statutory limit on a week's pay (previously £538)	£544
Maximum statutory redundancy pay	£16,320
Minimum basic award: certain unfair dismissals for trade union membership or activities; health and safety duties; pension scheme trustee duties; acting as employee representative, etc.	£6,634
Additional award for failing to reinstate/ re-engage	£14,144 - £28,288 (26-52 weeks)
Refusal of right to be accompanied (max)	£1,088 (2 weeks)
Flexible working requests (max)	£4,352 (8 weeks)
Failure to collectively consult redundancy	Up to 90 days' gross pay
Failure to inform/consult TUPE transfers	Up to 13 weeks' gross pay
Failure to provide written particulars of employment	£1,088 - £2,176 (2 - 4 weeks)
Discrimination - injury to feelings (dependent on seriousness and unless exceptional) for claims presented after 6 April 2021	Band 1 £900-£9,100 2 £9,100-£27,400 3 £27,400-£45,600
Maximum contractual claims in the Employment Tribunal	£25,000

Statutory Pay Rates from 6 April 2021

Statutory maternity/adoption pay	
First 6 weeks	90% of average earnings
Next 33 weeks (or 90% if lower)	£151.97
Shared parental leave pay (whole period)	£151.97
Statutory paternity pay (2 weeks)	£151.97
Statutory sick pay (per week) - (previously £95.85)	£96.35
Guarantee pay (per day)	£30.00

Employee Insolvency Payments claimed from Secretary of State (max)

Arrears of pay	£4,352 (8 weeks)
Statutory notice pay	£6,528 (12 weeks)
Holiday pay	£3,264 (6 weeks)
Statutory redundancy pay or basic award	£16,320 (30 weeks)

National Minimum Wage Rates

	April 2020	April 2021
National living wage age 25+	£8.72 ph	£8.91 ph
Age 21-24	£8.20 ph	£8.36 ph
Age 18-20	£6.45 ph	£6.56 ph
Age 16-17	£4.55 ph	£4.62 ph
Apprentices (under 19 or in first year)	£4.15 ph	£4.30 ph

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