

**Excello
Law**



Employment Data 2020



Employment Tribunal Awards from 6 April 2020

Maximum unfair dismissal compensatory award (or 1 year gross salary if lower)	£88,519
Maximum unfair dismissal basic award	£16,140
Statutory limit on a week's pay (previously £525)	£538
Maximum statutory redundancy pay	£16,140
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.	£6,562
Additional award for failing to reinstate/ re-engage	£13,988 - £27,976 (26-52 weeks)
Refusal of right to be accompanied (max)	£1,076 (2 weeks)
Flexible working requests (max)	£4,304 (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	£1,076 - £2,152 (2 - 4 weeks)
Discrimination - injury to feelings (dependent on seriousness and unless exceptional) for claims presented after 6 April 2020	Band 1 £900-£9,000 2 £9,000-£27,000 3 £27,000-£45,000
Maximum contractual claims in the Employment Tribunal	£25,000

Statutory Pay Rates from 6 April 2020

Statutory maternity/adoption pay	
First 6 weeks	90% of average earnings
Next 33 weeks (or 90% if lower)	£151.20
Shared parental leave pay (whole period)	£151.20
Statutory paternity pay (2 weeks)	£151.20
Statutory sick pay (per week) - (previously £94.25)	£95.85
Guarantee pay (per day)	£30.00

Employee Insolvency Payments claimed from Secretary of State (max)

Arrears of pay	£4,304 (8 weeks)
Statutory notice pay	£6,456 (12 weeks)
Holiday pay	£3,228 (6 weeks)
Statutory redundancy pay or basic award	£16,140 (30 weeks)

National Minimum Wage Rates

	April 2019	April 2020
National living wage age 25+	£8.21 ph	£8.72 ph
Age 21-24	£7.70 ph	£8.20 ph
Age 18-20	£6.15 ph	£6.45 ph
Age 16-17	£4.35 ph	£4.55 ph
Apprentices	£3.90 ph	£4.15 ph

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