



Current Pay Rates and Payment Levels (effective from April 2021)

Family Friendly Payments and Statutory Sick Pay

	2021	Comments
Statutory Sick Pay (SSP)	£96.35 per week	Payable for 28-weeks to those earning above the lower earnings limit of £120 per week.
Statutory Maternity Pay (SMP)	6 Weeks' pay at 90% average earnings; 33 weeks at £151.97 per week (or 90% of normal weekly earnings if this is lower), followed by 13 weeks' unpaid leave	Must have 26 weeks' continuous service at the beginning of the 15 th week before the EWC (expected week of childbirth) and be earning above the lower earnings limit of £120 per week.
Statutory Paternity Pay (SPP)	£151.97 per week (or 90% of normal weekly earnings if this is lower)	Paid for two weeks to the father or mothers' partner. Other requirements as outlined above (SMP)
Statutory Adoption Pay (SAP)	6 Weeks' pay at 90% average earnings; 33 weeks at £151.97 per week (or 90% of normal weekly earnings if this is lower), followed by 13 weeks' unpaid leave	For one adoptive parent only. Must have 26 weeks' continuous service at the end of the week in which the employee is notified of being matched with the child. Earnings must be above the lower earnings limit of £120 per week.
Shared Parental Pay (ShPP)	£151.97 per week (or 90% of normal weekly earnings if this is lower)	Paid for up to 50 weeks'; provided that the mother/primary adopter has given notice to end their statutory maternity/adoption leave/pay and convert the balance to Shared Parental Leave/Pay
Statutory Maternity Allowance (SMA)	£151.97 per week for 39 weeks' (or 90% of normal weekly earnings if this is lower); or £27 per week for 39 weeks' or £27 per week for 14 weeks'	Subject to various eligibility criteria; payable as a social security benefit to those who have not worked for their employer long enough to qualify for SMP.
Statutory Parental Bereavement Pay (SPBP)	£151.97 per week	
Tax Free Childcare Scheme	Up to £500 every 3-months (£2,000 per year) or, if the child has a disability, up to £1,000 every 3-months (£4,000 per year) for each child to help with the cost of childcare.	The Government will pay £2 for every £8 the employee pays to their childcare provider via an on-line account; to approved childcare providers only and subject to eligibility criteria.



National Minimum Wage Rates (from 1st April 2021)

	Rate	Comments
Workers aged 23 and over	£8.91 per hour	Eligibility age reduced from 25 years in April 2021
Workers aged 21 - 22	£8.36 per hour	
Development rates for workers aged 18 - 20	£6.56 per hour	
Young workers rate for workers aged 16 - 17	£4.62 per hour	Aged under 18, but above the compulsory school leaving age
Apprentices	£4.30 per hour	Aged under 19 or aged over 19 and in first year of apprenticeship
Accommodation Offset	£8.36	Daily rate
	£58.52	Weekly Rate

Voluntary Living Wage Rates (Reviewed November each year)

	Rate	Comments
London	£10.85 per hour	Further information on the Voluntary Living Wage is available from the Living Wage Foundation ~ www.livingwage.org.uk
United Kingdom	£9.50 per hour	

Minimum Auto-enrolment Contributions (from 6th April 2019 onwards)

Minimum total percentage to be paid into Pension	Minimum Employer Contribution	Minimum Employee Contribution
8%	3%	5%

Disclosure and Barring Service Check Fees

Check	Fee	Check	Fee
Enhanced DBS Check	£44	Standard DBS Check	£26
DBS Adult First Check	£6	Registration Application	£300
Counter-signatory	£5		



Compensation Limits (from 6th April 2021)

	Amount
Limit on Guarantee Payments	£30
Limit on a weeks' pay for calculating Redundancy and Unfair Dismissal Basic Award	£544
Maximum Basic Award for Unfair Dismissal and Statutory Redundancy Payment (30-weeks' subject to the above weekly limit on pay)	£16,320
Minimum Basic Award for dismissal on Trade Union, Health & Safety, Occupational Pension Scheme, Employee Representative and Working Time grounds only	£6,634
Maximum Award for Unlawful inducement relating to Trade Union Membership or Activities or Collective Bargaining	£4,341
Maximum compensatory award for Unfair Dismissal (A years' pay, subject to the capped maximum amount shown)	£89,493
Minimum Compensation for employees excluded/expelled from Trade Union	£10,132
Contract Claims; breach of contract claims (i.e. wrongful dismissal) brought in an Employment Tribunal is capped at £25,000. Higher claims may be made through alternative legal routes.	£25,000

Vento Bands (Claims presented on or after 6th April)

In employment cases involving unlawful discrimination, Employment Tribunals have the discretion to make an award for 'injury to feelings' under the Equality Act 2010; this is intended to remedy such things as humiliating or degrading treatment or distress suffered by the employee. The Vento Bands act as a guideline for the Tribunal to calculate the amount to award for 'injury to feeling'. Any such award is entirely separate to any award for financial loss and only in exceptional circumstances will the award exceed the upper band.

	Amount
Lower Band	£900 ~ £9,100
Middle Band	£9,100 ~ £27,400
Upper Band	£27,400 ~ £45,600