

Limits on payments and employment tribunal awards 6/4/2019

| | |
|---|--------------------|
| Limit on guarantee payments (<i>max 5 days in any 3 month period</i>) | £29 per day |
| Limit on a week's pay | £525 |
| Maximum basic award for unfair dismissal (30 weeks' pay) | £15,750 |
| Minimum basic award for dismissal on trade union, health and safety, occupational pension scheme trustee, employee representative and working time grounds only | £6,408 |
| Maximum compensatory award for unfair dismissal | £86,444* |
| Minimum award for employees excluded or expelled from a trade union | £9,787 |
| Maximum award in discrimination cases | No Limit |

** Or one year's salary, if lower. There is no limit where the employee is dismissed unfairly or selected for redundancy for reasons connected with health and safety matters or public interest disclosure ('whistle blowing').*

With effect from 29 July 2013, the cap on the compensatory award for "ordinary" unfair dismissal was changed to the lower of the statutory limit set out above and 52 weeks' pay of the individual concerned.

Statutory redundancy payment limit increased

The maximum value of a week's pay for the purposes of calculating a statutory redundancy payment (SRP) increased from £508 to **£525** from 6 April 2019.

Under the Employment Rights Act 1996, the weekly SRP limit is used to calculate a range of other employment-related compensation payments, including basic and additional awards for unfair dismissal.

The increase will apply to any dismissal on grounds of redundancy which occurs on or after 6 April 2019. Detailed advice on how to calculate a SRP – and use of the limit on a week's pay in undertaking the calculation – is contained in Chapter 5 of the BESA Guide to Employment.

Other Statutory Payments

National Minimum Wage (NMW)

Comprehensive information about the NMW, including the current rates, can be accessed via the Government's Business Link website [click here](#).

Statutory Sick Pay (SSP)

The current standard rate of statutory sick pay is **£94.25** per week (from 6 April 2019) for up to 28 weeks.

Statutory Maternity Pay (SMP) – Increase applicable from first Sunday in April, i.e. 7th

The amount of SMP paid to an employee from 7 April 2019 is:

first six weeks of payment – the earnings-related rate, which is 90 per cent of the employee's average weekly earnings (before tax);

the next 33 weeks – the lesser of the standard rate which is **£148.68** a week or the earnings-related rate, which is 90 per cent of the employee's average weekly earnings

Statutory Paternity Pay (SPP); and Statutory Adoption Pay (SAP) – Increase applicable from first Sunday in April, i.e. 7th

from 7 April 2019, the weekly rate of SPP and SAP is the lesser of **£148.68** or 90 per cent of the employee's average weekly earnings.

