

KEY EMPLOYMENT RATES – update 1st October 2016

National Minimum Wage (NMW)	<ul style="list-style-type: none"> ▪ £6.95 p.h. - Standard (adult) rate - workers aged 21-25 ▪ £5.55 p.h. - Development rate - workers aged between 18 – 20) ▪ £4.00 p.h. - Young workers rate - workers aged under 18 but above the compulsory school age who are not apprentices ▪ £3.40 p.h. - Apprentice rate - workers aged under 19 or over 19's in the first year of apprenticeship
National Living Wage (NLW)	<ul style="list-style-type: none"> ▪ £7.20 p.h. - workers aged 25+
Statutory Sick Pay (SSP)	<ul style="list-style-type: none"> ▪ £88.45 per week <p>Payable for up to 28 weeks, employee must earn more than 'lower earnings level' (LEL) – £112 per week</p>
Statutory Maternity Pay (SMP)	<ul style="list-style-type: none"> ▪ First 6 weeks: 90% of the employees average weekly earnings with no upper limit, then ▪ Remaining 33 weeks: £139.58 or 90% of average weekly earnings if the 90% rate is less than £139.58 (subject to qualifying conditions) ▪ No SMP is paid for the last 13 weeks of the 52 week maternity leave period
Statutory Paternity Pay (SPP)	<ul style="list-style-type: none"> ▪ £139.58 or 90% of average weekly earnings if the 90% rate is less than £139.58 (subject to qualifying conditions)
Shared Parental Pay (ShPP)	<ul style="list-style-type: none"> ▪ £139.58 or 90% of average weekly earnings if the 90% rate is less than £139.58 where the child is expected, or placed for adoption, on or after 5th April 2015.
Statutory Redundancy Pay (SRP)	<p>No. of weeks x by the lower of either the actual average weekly wage or a maximum cap of £479 per week</p> <p>To calculate the number of weeks pay due, the following amounts should be used:</p> <ul style="list-style-type: none"> ▪ 0.5 week's pay for each full year of service where age during year less than 22 ▪ 1.0 week's pay for each full year of service where age during year is 22 or above, but less than 41 ▪ 1.5 weeks' pay for each full year of service where age during year is 41+ <p>Max. No. of weeks is 30; max. SRP is £14,370</p>
Statutory Guarantee Payment ("lay-off" pay)	<ul style="list-style-type: none"> ▪ Max. £26.00 daily rate – paid for up to 5 complete 'workless' days in a 3-month period (Total Max. £130.00) <p>Note: Where the normal working week is less than 5 days, the number of days' entitlement to guarantee pay is reduced accordingly.</p>
Tribunal Awards	<ul style="list-style-type: none"> ▪ Max. Basic Award for Unfair Dismissal: £14,370 (same as SRP) ▪ Max. Compensatory Award for Unfair Dismissal: The lower of the statutory cap of £78,962 OR 52 weeks pay <p>Compensation is uncapped for successful claims regarding health or safety or whistle-blowing, discrimination on grounds of sex, race, sexual orientation, religion or belief, disability or age</p> <p>Max. Breach of contract award: £25,000</p>