

Paul Murray HR

Practical Employment Law Advice



Statutory Employee Entitlements Pocket Guide





Compensation limits

Payments	From April 2017
Limit on guarantee payments	£27
Limit on a week's pay for calculating redundancy and unfair dismissal basic award	£489
Maximum basic award for unfair dismissal and statutory redundancy payment (30 weeks' pay subject to the limit on week's pay)	£14,370
Minimum basic award for dismissal on trade union, health and safety, occupational pension scheme trustee, employee representative and on working time grounds only	£5,970
Maximum compensatory award for unfair dismissal	£80,541
Minimum compensation for employees excluded/expelled from trade union	£9,118
Contract claims (if a claim for breach of contract (e.g. wrongful dismissal) is brought in an employment tribunal, compensation is capped at £25,000. If the claim is for more than £25,000, it can be made in the county court or high court)	£25,000



Family friendly payments

From April
2017

Payments

Statutory shared parental pay (ShPP)

Statutory rate or 90% of employee's weekly earnings if this is lower.

£140.98

Statutory maternity pay (SMP)

First six weeks - 90% of employee's average weekly earnings. Remaining weeks at the statutory rate or 90% of employee's weekly earnings if this is lower.

£140.98

Statutory adoption pay (SAP)

Statutory rate or 90% of employee's weekly earnings if this is lower.
(First six weeks - 90% of employee's weekly earnings).

£140.98

Statutory paternity pay (SPP)

Statutory rate or 90% of employee's weekly earnings if this is lower.

£140.98



For more information, please visit
www.paulmurrayhr.co.uk

Or call Paul on
0779 269 7399



Statutory sick pay

Payments

From April
2017

Statutory sick pay	£89.35
Lower earnings threshold	£113.00



National minimum wage

Age

From April
2017

Apprentices under 19, or over 19 and in first year of the apprenticeship	£3.50 an hour
Young workers rate for workers aged 16-17	£4.05 an hour
Development rate for workers aged 18-20	£5.60 an hour
Workers aged 21 and over	£7.05 an hour
Workers aged 25 and over (effective from 1 April 2017)	£7.50 an hour

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