

Employment law factsheet

Payment	Rate	Rate	
	From April 2014	From April 2015	
Statutory maternity pay	£138.18 per week	£139.58 per week	
Statutory paternity pay			
Statutory adoption pay			
Statutory shared parental pay			
Statutory sick pay	£87.55 per week	£88.45 per week	
National Minimum wage	From 1 October 2014	From October 2015	
	Age 16 - 17	£3.79 per hour	£3.87 per hour
	Age 18 - 20	£5.13 per hour	£5.30 per hour
	Age 21+	£6.50 per hour	£6.70 per hour

Type of claim	Maximum from 6 April 2014	Maximum from 6 April 2015
A week's pay (for statutory redundancy and other purposes)	£464	£475
Statutory redundancy pay	£13,920	£14,250
Unfair dismissal basic award	£13,920	£14,250
Unfair dismissal compensatory award	£76,574 (or 52 weeks' actual gross pay if lower)	£78,335 (or 52 weeks' actual gross pay if lower)
Unfair dismissal additional award (for failure to reinstate or re-engage)	£24,128 (52 weeks' actual gross pay if lower)	£24,700 (52 weeks' pay)
Breach of contract claim in employment tribunal	£25,000	£25,000
Discrimination claim	No limit	No limit
Failure to inform and/or consult over redundancy	90 days' actual gross pay	90 days' actual gross pay
Failure to inform and/or consult over TUPE transfer	13 weeks' actual gross pay	13 weeks' actual gross pay
Failure to provide statement of employment particulars	£928 - £1,856 (2 - 4 weeks' pay)	£950 - £1,900 (2 - 4 weeks' pay)
Breach of flexible working regulations	£3,712 (8 weeks' pay)	£3,800 (8 weeks' pay)
Refusal of right to be accompanied	£928 (2 weeks' pay)	£950 (2 weeks' pay)