

Statutory Rates – from April 2020

These rates are reviewed and updated annually each April.

National minimum wage

Age	From 1 April 2019	From 1 April 2020
Workers aged 25 and over (National Living Wage)	£8.21 an hour	£8.72 an hour
Workers aged 21–24	£7.70 an hour	£8.20 an hour
Development rates for workers aged 18–20	£6.15 an hour	£6.45 an hour
Young workers rate for workers aged 16–17	£4.35 an hour	£4.55 an hour
Apprentices under 19, or over 19 and in first year of the apprenticeship	£3.90 an hour	£4.15 an hour

Accommodation offset	2018 - 2019	2019 - 2020
Daily rate	£7.00	£7.55
Weekly rate	£49.00	£52.85

Statutory sick pay

Payment	From 6 April 2019	From 6 April 2020
Statutory sick pay	£94.25	£95.85
Lower earnings limit (per week)	£118	£120

Family-friendly payments

Payments	From 7 April 2019	From 5 April 2020
Statutory shared parental pay (ShPP) Statutory rate or 90% of employee's weekly earnings if this is lower.	£148.68	£151.20
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.	£148.68	£151.20
Statutory adoption pay (SAP) 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.	£148.68	£151.20
Statutory paternity pay (SPP) Statutory rate or 90% of employee's weekly earnings if this is lower.	£148.68	£151.20
Lower earnings limit (per week)	£118	£120

Voluntary living wage

	London Living Wage	UK Living Wage
2018/19	£10.55 an hour	£9.00 an hour
2019/20	£10.75 an hour	£9.30 an hour

Compensation limits

Payments	From 6 April 2019	From 6 April 2020
Limit on guarantee payments	£29	£30
Limit on a week's pay for calculating redundancy and unfair dismissal basic award	£525	£538
Maximum basic award for unfair dismissal and statutory redundancy payment (30 weeks' pay subject to the limit on week's pay)	£15,750	£16,140
Minimum basic award for dismissal on trade union, health and safety, occupational pension scheme trustee, employee representative and on working time grounds only	£6,408	£6,562
Maximum award for unlawful inducement relating to trade union membership or activities, or collective bargaining	£4,193	£4,294
Maximum compensatory award for unfair dismissal	A year's pay subject to max cap of £86,444	A year's pay subject to max cap of £88,519
Minimum compensation for employees excluded/expelled from trade union	£9,787	£10,022
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	£25,000

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Minimum auto-enrolment contributions

Timing	Minimum total percentage to be paid into pension	Minimum employer contribution	Minimum employee contribution
6 April 2018 – 5 April 2019	5 per cent	2 per cent	3 per cent
6 April 2019 onwards	8 per cent	3 per cent	5 per cent

Disclosure and barring fees

Check	Fee
Enhanced DBS check	£44
Standard DBS check	£26
DBS adult first check	£6
Registration application	£300
Countersignatory	£5

National insurance contribution thresholds

£ per week (unless stated)	2018 - 2019	2019 - 2020
Lower earnings limit, primary Class 1	£116	£118
Upper earnings limit, primary Class 1	£892	£962
Upper secondary threshold for under 21s (from April 2015)	£892	£962
Primary threshold	£162	£166
Secondary threshold	£162	£166

Class 2 rate	£2.95	£3
Small earnings exception (replaced by Small profits threshold from 6 April 2015)	£6,205 pa	£6,365 pa
Special Class 2 rate for volunteer development workers	£5.80	
Class 3 rate	£14.65	£15
Class 4 rate lower profits limit	£8,424 pa	£8,632 pa
Class 4 rate upper profits limit	£46,350 pa	£50,000 pa

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NB Employer NICs were abolished for apprentices under 25 earning below £827 from 6 April 2016.

Injury to feelings compensation awards

Vento bands	Claims presented on or after 6 April 2019	Claims presented on or after 6 April 2020
Lower band	£900 to £8,800	£900 to £9,000
Middle band	£8,800 to £26,300	£9,000 to £27,000
Upper band	£26,300 to £44,000	£27,000 to £45,000

Only in exceptional cases will compensation awards for injury to feelings exceed £45,000.