

Statutory redundancy pay and basic awards are calculated as follows:-

- half a week's pay for each complete year under the age of 22
- one week's pay for each complete year aged 22-40
- one and half week's pay for each complete year aged 41 or over

The table below can be used to identify the combined multiplier based on the employee's age and number of complete years' service at the date of dismissal. Multiply this by the employee's gross weekly pay, subject to the limit on a week's pay applicable at the date of dismissal to calculate the statutory redundancy payment or basic award.

Age of termination	Complete years' service																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	0.5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	0.5	1	1.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	0.5	1	1.5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20	0.5	1	1.5	2	2.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
21	0.5	1	1.5	2	2.5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
22	0.5	1	1.5	2	2.5	3	3.5	-	-	-	-	-	-	-	-	-	-	-	-	-
23	1	1.5	2	2.5	3	3.5	4	4.5	-	-	-	-	-	-	-	-	-	-	-	-
24	1	2	2.5	3	3.5	4	4.5	5	5.5	-	-	-	-	-	-	-	-	-	-	-
25	1	2	3	3.5	4	4.5	5	5.5	6	6.5	-	-	-	-	-	-	-	-	-	-
26	1	2	3	4	4.5	5	5.5	6	6.5	7	7.5	-	-	-	-	-	-	-	-	-
27	1	2	3	4	5	5.5	6	6.5	7	7.5	8	8.5	-	-	-	-	-	-	-	-
28	1	2	3	4	5	6	6.5	7	7.5	8	8.5	9	9.5	-	-	-	-	-	-	-
29	1	2	3	4	5	6	7	7.5	8	8.5	9	9.5	10	10.5	-	-	-	-	-	-
30	1	2	3	4	5	6	7	8	8.5	9	9.5	10	10.5	11	11.5	-	-	-	-	-
31	1	2	3	4	5	6	7	8	9	9.5	10	10.5	11	11.5	12	12.5	-	-	-	-
32	1	2	3	4	5	6	7	8	9	10	10.5	11	11.5	12	12.5	13	13.5	-	-	-
33	1	2	3	4	5	6	7	8	9	10	11	11.5	12	12.5	13	13.5	14	14.5	-	-
34	1	2	3	4	5	6	7	8	9	10	11	12	12.5	13	13.5	14	14.5	15	15.5	-
35	1	2	3	4	5	6	7	8	9	10	11	12	13	13.5	14	14.5	15	15.5	16	16.5
36	1	2	3	4	5	6	7	8	9	10	11	12	13	14	14.5	15	15.5	16	16.5	17
37	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	15.5	16	16.5	17	17.5
38	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	16.5	17	17.5	18
39	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17.5	18	18.5
40	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	18.5	19
41	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	19.5
42	1.5	2.5	3.5	4.5	5.5	6.5	7.5	8.5	9.5	10.5	11.5	12.5	13.5	14.5	15.5	16.5	17.5	18.5	19.5	20.5
43	1.5	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
44	1.5	3	4.5	5.5	6.5	7.5	8.5	9.5	10.5	11.5	12.5	13.5	14.5	15.5	16.5	17.5	18.5	19.5	20.5	21.5
45	1.5	3	4.5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
46	1.5	3	4.5	6	7.5	8.5	9.5	10.5	11.5	12.5	13.5	14.5	15.5	16.5	17.5	18.5	19.5	20.5	21.5	22.5
47	1.5	3	4.5	6	7.5	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
48	1.5	3	4.5	6	7.5	9	10.5	11.5	12.5	13.5	14.5	15.5	16.5	17.5	18.5	19.5	20.5	21.5	22.5	23.5
49	1.5	3	4.5	6	7.5	9	10.5	12	13	14	15	16	17	18	19	20	21	22	23	24
50	1.5	3	4.5	6	7.5	9	10.5	12	13.5	14.5	15.5	16.5	17.5	18.5	19.5	20.5	21.5	22.5	23.5	24.5
51	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16	17	18	19	20	21	22	23	24	25
52	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	17.5	18.5	19.5	20.5	21.5	22.5	23.5	24.5	25.5
53	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19	20	21	22	23	24	25	26
54	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	20.5	21.5	22.5	23.5	24.5	25.5	26.5
55	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22	23	24	25	26	27
56	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	23.5	24.5	25.5	26.5	27.5
57	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25	26	27	28
58	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25.5	26.5	27.5	28.5
59	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25.5	27	28	29
60	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25.5	27	28.5	29.5
61+	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25.5	27	28.5	30

- Employees must have at least two years' continuous service to be entitled to a statutory redundancy payment.
- A maximum of 20 years' service is taken into account when calculating a basic award and statutory redundancy payment.

## Statutory payments for time off work

Per week	1 Apr 18	7 Apr 19
Maternity/adoption, paternity and shared parental pay	£145.18	£148.68
Sick pay	£92.05	£94.25
Lower earnings limit	£116.00	£118.00

## National minimum wage

Per hour	1 Apr 18	1 Apr 19
Accommodation offset	£7.00	£7.55
National living wage (Age 25+)	£7.83	£8.21
Age 21-24	£7.38	£7.70
Age 18-20	£5.90	£6.15
Age 16-17	£4.20	£4.35
Apprentices	£3.70	£3.90

## Payments on insolvency

(Maximum)	6 Apr 18	6 Apr 19
Arrears of pay (8 weeks' pay)	£4,064	£4,200
Statutory notice pay (12 weeks' pay)	£6,096	£6,300
Holiday pay (6 weeks' pay)	£3,048	£3,150
Statutory redundancy payment or basic award (30 weeks' pay)	£15,240	£13,750

## Employment tribunal award limits

(Maximum unless stated)	6 Apr 18	6 Apr 19
Week's pay	£508	£525
Statutory redundancy payment: up to 30 weeks' pay	£15,240	£15,750
Unfair dismissal basic award: up to 30 weeks' pay	£15,240	£15,750
Unfair dismissal compensatory award Maximum compensatory award is lower of statutory limit or 52 weeks' actual gross pay at the time of dismissal. Limit does not apply where reason for dismissal or redundancy selection is carrying out health and safety activities or making protected disclosure.	£83,682	£86,444
Automatically unfair dismissal basic award (min) Dismissals for reason of trade union membership or activities, or acting as a health and safety representative, employee rep, workforce rep or pension scheme trustee.	£6,203	£6,408
Blacklisted employee unfair dismissal basic award (min)	£5,000	£5,000
Failure to reinstate or re-engage: 26-52 weeks' pay	£13,208 to £26,416	£13,650 to £27,300
Breach of right to be accompanied: up to 2 weeks' pay	£1,016	£1,050
Breach of flexible working regulations: up to 8 weeks' pay	£4,064	£4,200
Failure to give written particulars of employment: 2 to 4 week's pay	£1,016 or £2,032	£1,050 to £2,100
Breach of contract claim in employment tribunal	£25,000	£25,000
Failure to inform or consult: collective redundancy Actual gross pay (limit on a week's pay does not apply)	90 days' pay	90 days' pay
Failure to inform or consult: TUPE transfer Actual gross pay (limit on a week's pay does not apply)	13 weeks' pay	13 weeks' pay
Guarantee payment (each day)	£28	£29
Guarantee payment (in any 3 months)	£140	£145

## Gender pay gap reporting

Per week	Yearly	
	Report as at	Submit by
Public sector	31 March	30 March
Private sector	5 April	4 April

## Minimum notice periods

Employee to employer	
After 1 month's service	1 week
Employer to employee	
After 1 month's service	1 week
After 2 years' service	2 weeks
Add 1 week for each completed year of service to a maximum of 12 weeks after 12 years' service	

## Key dates in 2019 and beyond Gender pay gap reporting

6 Apr 19
Workers entitled to itemised pay slips.
Payslips to include hours worked if pay varies according to hours worked
Minimum employer pension contribution increases to 3% (5% for employers)
Anticipated 2020
Introduction of right to parental bereavement leave
Reform of IR35
NIC change on termination payments