

Employment Team Fact Card

Details correct
at date of
publication
April 2021

National Minimum Wages (NMW)

	1 Apr 19	1 Apr 20	1 Apr 21
National Living Wage Age 23+	£8.21	£8.72	£8.91
Standard Adult Rate Age 21+	£7.70	£8.20	£8.36
Development Rate Age 18 - 20	£6.15	£6.45	£6.56
Young Workers Rate Age 16 - 17	£4.35	£4.55	£4.62
Apprentice Rate	£3.90	£4.15	£4.30

All rates are per hour and are applicable for the year
1 April 2021 to 31 March 2022.

Unfair Dismissal - Maximum Award

	6 Apr 19	6 Apr 20	6 Apr 21
Basic Award	£15,750	£16,140	£16,320
Compensatory Award ¹	£86,444	£88,519	£89,493
Additional Award ²	£13,650	£13,988	£14,144
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	£27,300	£27,976	£28,288

- ¹ These figures are the statutory cap, the maximum compensatory award is the lower of the statutory cap or 52 weeks actual gross pay.
- ² Additional Award - between 26 and 52 weeks' pay, up to a maximum of £544 per week.

Statutory Notice Periods

Continuous Employment	Notice
1 month + but less than 2 years' service	1 week
2 years' service	2 weeks
Over 2 years' service	1 week's notice for every year of service up to a maximum of 12 weeks

Guarantee Payment

£30 per day Subject to a maximum of 5 days or £150
in any three months.

Statutory Redundancy Payment ('SRP')

Entitlement	Employees who are made redundant and have two years' continuous employment are entitled to a SRP.
Calculation	1.5 weeks' pay for each complete year of service in which the employee was aged 41 or over at the beginning of the year. 1 week's pay for each complete year of service in which the employee was aged 22 - 40 at the beginning of the year. 0.5 week's pay for each complete year of service in which the employee was under the age of 22 for any part of the year.

Week's pay is subject to the statutory cap on a week's pay which is £544 with effect from 6 April 2021.