

Key Employment Figures 2020



From 1 April 2020 to 31 March 2021

National minimum wage (per hour)

| | |
|--------------------|-------|
| Apprentices | £4.15 |
| 16 to 17 year olds | £4.55 |
| 18 to 20 year olds | £6.45 |
| 21 to 24 year olds | £8.20 |
| 25 and over | £8.72 |

From 5 April 2020 to 4 April 2021

Payments for time off work (per week)

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|--|---------|
| Statutory maternity / paternity / adoption / shared parental pay | £151.20 |
|--|---------|

From 6 April 2020 to 5 April 2021

Payments for time off work (per week)

| | |
|----------------------|--------|
| Statutory sick pay | £95.85 |
| Lower earnings limit | £120 |

Maximum compensation

| | |
|---------------------------------|---------|
| "A week's pay" | £538 |
| Statutory redundancy payment | £16,140 |
| Basic award | £16,140 |
| Compensatory award ¹ | £88,519 |

For claims presented on or after 6 April 2020

Compensation for injury to feelings for discrimination

| | |
|---------------------------|-------------------|
| Top band = most serious | £27,000 - £45,000 |
| Middle band | £9,000 - £27,000 |
| Lower band = less serious | £900 - £9,000 |

¹ Maximum compensatory award will be the lower of this statutory cap or 52 weeks' gross pay, if exceptions do not apply