

Key Facts And Figures 2019 – 2020

# Employment

# EMPLOYMENT KEY FACTS AND FIGURES 2019 – 2020

## STATUTORY PAYMENTS FOR TIME OFF WORK

Category	Rate as of April 2019
Maternity, adoption, paternity and shared parental pay	£148.68
Statutory sick pay	£94.25
Statutory redundancy pay	£15,750

## NATIONAL MINIMUM WAGE

Category	Hourly Rate
Apprentices	£3.90
Age 16 - 17	£4.35
Age 18 - 20	£6.15
Age 21 - 24	£7.70
National Living Wage (age 25+)	£8.21

## EMPLOYMENT TRIBUNAL COMPENSATION LIMITS

	Rate
Week's pay for the purposes of calculating statutory redundancy	£525
Statutory redundancy payment: up to 30 weeks' pay	£15,750
Unfair dismissal basic award: up to 30 weeks' pay	£15,750
Unfair dismissal compensatory award	£86,444
Automatically unfair dismissal basic award	£6,408
Failure to reinstate or re-engage: 26 – 52 weeks' pay	£13,650 - £27,300
Breach of right to be accompanied: up to 2 weeks' pay	£1,050
Breach of flexible working regulations: up to 8 weeks' pay	£4,200
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,050 or £2,100
Breach of contract claim in Employment Tribunal	£25,000
Failure to inform or consult: collective redundancy	90 days' pay
Failure to inform or consult: TUPE transfer	13 weeks' pay

## GENDER PAY GAP REPORTING

Section 78 of the Equality Act 2010 gives the government power to make regulations requiring private and voluntary sector employers to publish information relating to their gender pay gap.

The Gender Pay Gap Regulations came into force on 6 April 2017. They apply to large private and voluntary sector employees, defined as those with 250 or more employees on the 5 April of each year.

Affected employers must publish:

- Overall gender pay gap figures for relevant employees, calculated using both the mean and median average hourly pay.
- The proportion of men and women in each of four pay bands, based on the employer's overall pay range.
- Information on the employer's gender bonus gap.
- The proportion of male and female employees who received a bonus in the same 12 month period.
- A written statement signed by an appropriate senior individual confirming that the published gender pay gap information is accurate.

## VENTO GUIDELINES

In the leading case of Vento the Chief Constable of West Yorkshire Police (No. 2) [2003] IRLR 102, the Court of Appeal set clear guidelines for the amount of compensation to be given for injured feelings and set out three bands as potential awards:

Lower Band	Rate
"Appropriate for less serious cases, such as where the act of discrimination is an isolated or one off occurrence".	£900 - £8,800
Middle Band	
For serious cases which do not merit an award in the highest band	£8,800 - £26,300
Top Band	
For the most serious cases, such as where there has been a lengthy campaign of harassment	£26,300 - £44,000

Awards can exceed this only in the most exceptional cases