

Key employment rates 2019



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Compensation limits	Rate from April 2019
Maximum basic award / statutory redundancy payment	£15,750
Maximum unfair dismissal compensatory award	£86,444
Maximum weeks pay (for basic award and statutory redundancy payment)	£525
Highest possible award in ordinary unfair dismissal	£102,194

Statutory payments	Weekly rate from April 2019
Statutory Sick Pay	£94.25
Maximum entitlement - 28 weeks	£2,639

Statutory Maternity Pay ("SMP")	Rate from April 2019
First 6 Weeks	90% of average weekly earnings*
Remaining weeks	The lesser of 90% of average weekly earnings or £148.68
Statutory Adoption Pay ("SAP")	The lesser of 90% of average weekly earnings or £148.68
Statutory Paternity Pay ("SPP")	The lesser of 90% of average weekly earnings or £148.68
Maximum paid SMP/SPP period	39 Weeks

* Average weekly earnings are calculated over the period of 8 weeks ending with the 15th week before the Expected Week of Childbirth

Other services

We offer a wide variety of Employment services, including:

- ▶ Full HR outsourcing for small, medium or large businesses
- ▶ An up to date range of employment documentation, contracts of employment and handbooks which can be tailored to your business needs
- ▶ Employment advice through our dedicated helpline and email service
- ▶ Legal representation

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