



Out with the old – annual updates to statutory rates come into effect

While coronavirus is – understandably – occupying lots of our attention right now, HR professionals should remember that the usual annual updates to statutory rates came into effect at the start of April.

Update	Annual rate
National minimum wage (age 25+) *	£8.72
Unfair Dismissal (compensatory award)	Maximum of £88,519 or 12-month's pay, whichever is lower.
Unfair Dismissal (basic award)	Maximum of £16,140
Statutory redundancy payment	Maximum of £16,140
Statutory sick pay	£95.85 per week
Cap on a week's pay (for calculating the basic award and other claims)	£538
Statutory maternity pay	£151.20 for 33 weeks
Statutory adoption pay	£151.20 per week
Statutory shared parental pay	£151.20 per week
Statutory paternity pay	£151.20 per week
Statutory parental bereavement pay	£151.20 per week

* from 1 April 2020

All other updates came into effect from 6 April 2020.

Other changes to look out for from April include:

- From 6 April, all workers now have the right to receive a written statement of particulars of employment. This right now accrues from day 1 of employment.
- From 6 April, eligible employees will be entitled to statutory parental bereavement leave and pay.