



Annual updates to statutory rates in a nutshell

By **Ben Smith** - 30 April 2021

It is that time of year again - the usual updates to the statutory rates and limits came into effect in April.

The table below sets out the key changes for HR professionals to be aware of.



Update	Old rate	New rate
National minimum wage (age 23+)*	£8.72	£8.91
Maximum unfair dismissal (basic award)	£16,140	£16,320
Maximum unfair dismissal payment (compensatory award)	£88,519 or 12-month's gross pay, whichever is lower.	£89,493 or 12-month's gross pay, whichever is lower.
Maximum statutory redundancy payment	£16,140	£16,320
Statutory sick pay (weekly)	£95.85	£96.35
Cap on a week's pay (for calculating unfair dismissal basic award, redundancy pay and other figures)	£538	£544
Statutory maternity pay (weekly)	£151.20 for 33 weeks	£151.97 for 33 weeks
Statutory paternity pay (weekly)	£151.20	£151.97
Statutory adoption pay (weekly)	£151.20	£151.97
Statutory shared parental pay (weekly)	£151.20 per week	£151.97
Statutory parental bereavement pay (weekly)	£151.20 per week	£151.97

* Change effective on 1 April 2021. Also note that from 1 April 2021, entitlement to the National Living Wage is now for all aged 23 and above (previously only those 25 and above were entitled to the National Living Wage).

All other changes were effective on 6 April 2021.