

The following table provides the latest rates of statutory payments, upper and lower limits on employment tribunal awards, together with the current and future JIB agreed wages and allowances.

| Key Employment Rates: Updated April 2021 | |
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| <i>JIB Wages and Allowances 2021</i> | <p>There were no agreed increases in the JIB rates of pay in 2021 other than the following payments for lodging allowances which are linked to inflation and came into effect on 4th January 2021:</p> <ul style="list-style-type: none"> • Lodging Allowance £42.28 per night. • Retention payments a maximum of £13.91 per night; and • Weekend retention fees increased to £42.28 per night. • <p>Current Mileage Allowance remains at 22p per mile over 15 Miles each way. Current Mileage Rate remains at 12p per mile over 15 Miles each way.</p> <p>Full details of JIB terms and conditions including the current wages are set out in the JIB Handbook here.</p> |
| <i>National Living Wage (NLW)</i> | <p>The National Living Wage for workers aged 23 and over increased to £8.91 per hour on 1 April 2021. Prior to April 2021, the rate was £8.72 per hour and applied to those aged 25 and over.</p> |
| <i>National Minimum Wage (NMW)</i> | <p>From 1 April 2021, the National Minimum Wage rates increased to:</p> <ul style="list-style-type: none"> • £8.36 per hour for 21 to 22 year olds • £6.56 per hour for 18 to 20 year olds • £4.62 per hour for under 18 year olds • £4.30 per hour for apprentices aged under 19 or in their first year of apprenticeship. <p>Tips/gratuities/service charges excluded.</p> <p>National Minimum Wage rates normally change on 1 April each year</p> |
| <i>Automatic Enrolment Pensions</i> | <p>By law, as of 6 April 2019 onwards, the employers' minimum contributions for its employees' automatic enrolment pension is 3% of qualifying earnings. The Employee Contribution must make up whatever shortfall (up to 5%) remains of the total minimum contribution to make up the total contribution (i.e. employers and employees contributions) to 8%.</p> |
| <i>Statutory Sick Pay (SSP)</i> | <p>Statutory Sick Pay increases from £95.85 per week to £96.35 from 6 April 2021.</p> |

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| | <p>Government guidance on eligibility for SSP together with eligibility and guidance on how to recover two weeks SSP for employees with Covid-19 related absence is here.</p> <p>Employees are eligible for SSP if they have been ill for at least 4 days in a row (including non-working days).</p> <p>The Statutory Sick Pay rate normally changes on 6 April each year.</p> <p>The JIB has more generous Sick Pay Benefits. Details of the JIB scheme are available here.</p> |
| <p><i>Statutory Maternity Pay (SMP)</i></p> | <p>The first 6 weeks are paid at 90% of average weekly earnings; for the next 33 weeks, with effect from 4th April 2021, entitlement increased from £151.20 per week to £151.97 or 90% of the employee’s average weekly earnings, whichever is lower. There is no entitlement to pay for the final 13 weeks of Statutory Maternity Leave.</p> <p>Full details of the rules on Statutory Maternity Leave and Pay is available here and a Government calculator for Statutory Maternity Leave and Pay entitlement is available here.</p> <p>The Statutory Maternity Pay rate normally changes on the first Sunday in April each year.</p> |
| <p><i>Statutory Paternity Pay (SPP)</i></p> | <p>With effect from 4th April 2021, Statutory Paternity Pay increased from £151.20 to £151.97 per week or 90% of average weekly earnings whichever is lower, for 2 weeks.</p> <p>Full details of the rules on Statutory Paternity Leave and Pay is available here and a Government calculator for Statutory Paternity Leave and Pay entitlement is available here.</p> <p>The Statutory Paternity Pay rate normally changes on the first Sunday in April each year.</p> |
| <p><i>Statutory Adoption Pay (SAP)</i></p> | <p>The first 6 weeks are paid at 90% of average weekly earnings; for the next 33 weeks, with effect from 4th April 2021, entitlement increased from £151.20 per week to £151.97 per week or 90% of average weekly earnings (whichever is lower). There is no entitlement to pay for the final 13 weeks of Statutory Adoption Leave.</p> <p>Full details of the rules on Statutory Adoption Leave and Pay is available here and a Government calculator for Statutory Adoption Leave and Pay entitlement is available here.</p> |

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| | <p>The Statutory Adoption Pay rate normally changes on the first Sunday in April each year.</p> |
| <p><i>Statutory Shared Parental Pay (SSPP)</i></p> | <p>With effect from 4th April 2021, Statutory Shared Parental Pay increased from £151.20 to £151.97 per week or 90% of average weekly earnings (whichever is lower).</p> <p>Full details of the rules on Statutory Shared Parental Leave and Pay is available here.</p> <p>The Statutory Shared Parental Pay rate normally changes on the first Sunday in April each year.</p> |
| <p><i>Statutory Parental Bereavement Pay (SPBP)</i></p> | <p>With effect from 4th April 2021, Statutory Parental Bereavement Pay, paid increased from £151.20 to £151.97 per week or 90% of average weekly earnings, whichever is lower.</p> <p>Full details of the rules on Statutory Parental Bereavement Leave and Pay are available here.</p> <p>The Statutory Parental Bereavement Pay rate normally changes on the first Sunday in April each year.</p> |
| <p><i>Statutory Redundancy Pay (SRP)</i></p> | <p>Employees with at least two years' continuous employment who are dismissed by reason of redundancy are entitled to a statutory redundancy payment of:</p> <ul style="list-style-type: none"> • 0.5 week's pay for each full year of service while they were under 22; • 1 week's pay for each full year of service while they were 22 or older, but under 41; • 1.5 week's pay for each full year of service while they were 41 or older. <p>The maximum number of years of employment that can be taken into account is 20.</p> <p>The maximum week's pay that can be taken into account increased from £538 to £544 (Tax Free) from 6 April 2021.</p> <p>Statutory Redundancy Pay rate normally changes on 6 April each year.</p> <p>The maximum payment that an employee can therefore receive as a statutory redundancy payment is £16,320 (Tax free).</p> <p>Detailed ECA guidance with sample letters on managing redundancy is available here.</p> |

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| <p><i>Guarantee Pay</i></p> | <p>Full-time employees are entitled to guarantee pay during temporary lay-off or short-time working.</p> <p>The maximum Guaranteed pay is £30 a day for 5 days in any 3-month period - so a maximum of £150.</p> <p>These rates normally change on 6 April each year.</p> <p>Employees who usually earn less than £30 a day are entitled to their normal daily rate.</p> |
| <p><i>Unfair Dismissal Awards</i></p> | <p>With effect from 6th April 2021, the maximum Basic Award for most unfair dismissals increased from £16,140 to £16,320.</p> <p>With effect from 6th April 2021, the maximum Compensatory Award for most unfair dismissals increased from £88,519 to £89,493 or a year' pay, whichever is lower.</p> <p>These rates normally change on 6 April each year.</p> <p>Compensation is unlimited for certain types of successful claims such as whistleblowing, certain health and/or safety matters, and unlawful discrimination.</p> |
| <p><i>Breach of Contract</i></p> | <p>Maximum award in an employment tribunal: £25,000</p> |

For more information about the implications of these changes and any other employment law issues, please do not hesitate to contact the Employee Relations Department.

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