



2021 RATES AND LIMITS

Statutory minimum payments

From April 2021

National Living Wage (age 23 and over)	£8.91 an hour
National Minimum Wage (age 21-22)	£8.36 an hour
National Minimum Wage (age 18-20)	£6.56 an hour
National Minimum wage (under 18)	£4.62 an hour
National Minimum Wage (apprentice rate if under 19 or over 19 but in first year of apprenticeship)	£4.30 an hour
Statutory maternity, paternity, adoption and shared parental pay	£151.97 a week
Statutory sick pay	£96.35 a week

Statutory maximum payments

From April 2021

Week's pay (for calculation of basic award and statutory redundancy payments)	£544
Statutory redundancy payment/basic award maximum	£16,320
Unfair dismissal maximum compensatory award	Lesser of 1 year's pay and £89,493

Injury to feelings awards

From April 2021

Lower band	£900 to £9,100
Middle band	£9,100 to £27,400
Upper band	£27,400 to £45,600
Exceptional cases	Over £45,600