

Key Statutory Payments and Limits - 2017

FAMILY FRIENDLY PAYMENTS	From 3 April '16	From 2 April '17
Statutory shared parental pay (ShPP) Statutory rate or 90% of employee's weekly earnings if this is lower.	£139.58 per week	£140.98 per week
Statutory maternity pay (SMP) First six weeks – 90% of employee's average weekly earnings. Remaining weeks at the statutory rate or 90% of employee's weekly earnings if this is lower.	£139.58 per week	£140.98 per week
Statutory adoption pay (SAP) First six weeks – 90% of employee's average weekly earnings. Remaining weeks at the statutory rate or 90% of employee's weekly earnings if this is lower.	£139.58 per week	£140.98 per week
Statutory paternity pay (SPP) Statutory rate or 90% of employee's weekly earnings if this is lower.	£139.58 per week	£140.98 per week
NATIONAL MINIMUM/LIVING WAGE	From 1 April '16	From 1 April '17
Workers aged 25 and over (National Living Wage)	£7.20 an hour	£7.50 an hour
Workers aged 21–24	£6.70 an hour	£7.05 an hour
Workers aged 18–20	£5.30 an hour	£5.60 an hour
Workers aged 16–17	£3.87 an hour	£4.05 an hour
Apprentices under 19, or over 19 and in first year of the apprenticeship	£3.30 an hour	£3.50 an hour
STATUTORY SICK PAY	From 6 April '16	From 6 April '17
Statutory Sick Pay	£88.45 per week	£89.35 per week
COMPENSATION LIMITS	From 6 April '16	From 6 April '17
Limit on a week's pay for calculating redundancy and unfair dismissal basic award	£479	£489
Maximum basic award for unfair dismissal and statutory redundancy payment (30 weeks' pay subject to the limit on week's pay)	£14,370	£14,760
Maximum compensatory award for unfair dismissal	£78,962	£80,541
Contract claims (if a claim for breach of contract (e.g. wrongful dismissal) is brought in an employment tribunal, compensation is capped at £25,000. If the claim is for more than £25,000, it can be made in the county court or high court)	£25,000	£25,000