

Outset Data Card 2019 - 2020

Statutory Sick Pay (SSP) from 7 th April 2019	
Weekly rate £94.25 (maximum of 28 weeks paid)	

Maternity/Adoption Paternity Pay from 7 th April 2019	
Maternity (SMP) - £148.68 or 90% of average weekly earnings if lower	
Adoption (SAP) - £148.68 or 90% of average weekly earnings if lower	
Paternity (SPP) - £148.68 or 90% of average weekly earnings if lower	
Shared Parental Leave (SHPP) - £148.68 or 90% of average weekly earnings if lower	

National Minimum Wage /National Living Wage (per hour)	
	from 1 st April 2019
Age 25 or over	£8.21
Age 21-25	£7.70
Age 18-20	£6.15
Age 16-17	£4.35
Apprentices	£3.90

Statutory Redundancy Pay from 6 th April 2019	
The cap on a gross week's pay is £525	

Unfair Dismissal Awards	
Maximum basic award for unfair dismissal = £15,750	
Maximum compensation award for unfair dismissal = £86,444 or one year's gross pay if lower	

Discrimination Award	
No Upper Limit (£)	