

## Outset Data Card 2020 - 2021

Statutory Sick Pay (SSP) from 6 <sup>th</sup> April 2020
Weekly rate £95.85 (maximum of 28 weeks paid)

Maternity/Adoption/Paternity/Shared Parental Leave Pay from 5 <sup>th</sup> April 2020
Maternity (SMP) – 90% of employee’s average weekly earnings for first 6 weeks, then remaining weeks at £151.20 or 90% of average weekly earnings, whichever is lower
Adoption (SAP) – 90% of employee’s average weekly earnings for first 6 weeks, then remaining weeks at £151.20 or 90% of average weekly earnings, whichever is lower
Paternity (SPP) - £151.20 or 90% of average weekly earnings, whichever is lower
Shared Parental Leave Pay (SHPP) - £151.20 or 90% of average weekly earnings, whichever is lower

Statutory Parental Bereavement Pay from 6 <sup>th</sup> April 2020
Weekly rate (maximum of 2 weeks paid) - £151.20 or 90% of average weekly earnings, whichever is lower

National Minimum Wage /National Living Wage (per hour) from 1 <sup>st</sup> April 2020	
Age 25 or over	£8.72
Age 21-25	£8.20
Age 18-20	£6.45
Age 16-17	£4.55
Apprentices	£4.15

Statutory Redundancy Pay from 6 <sup>th</sup> April 2020
The cap on a gross week’s pay is £538

Unfair Dismissal Awards from 6 <sup>th</sup> April 2020
Maximum basic award for unfair dismissal = £16,140
Maximum compensation award for unfair dismissal = £88,519 or one year’s gross pay if lower

Discrimination Award
No Upper Limit (£)