

Employment facts April 2021-22

Statutory Sick Pay (SSP)

From 6 April 2021

Weekly rate	Maximum period
£96.35	28 weeks

Family Friendly Pay

From 4 April 2021

Type of Pay	Weekly rate & Maximum period
Maternity (SMP)	90% of employee's average weekly earnings for first 6 weeks' Then remaining weeks at £151.97 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 £151.97 or 90% of average weekly earnings, whichever is lower
Paternity (SPP)	£151.97 or 90% of average weekly earnings, whichever is lower
Shared Parental Leave Pay (ShPP)	£151.97 or 90% of average weekly earnings, whichever is lower

Statutory Parental Bereavement Pay

From 4 April 2021

Weekly rate	Maximum period
£151.97 or 90% of average weekly earnings, whichever is lower	2 weeks

National Minimum Wage / National Living Wage

From 1 April 2021

Age	Wage per hour
Aged 23 or over	£8.91
Aged 21-22	£8.36
Aged 18-20	£6.56
Aged under 18 (but above compulsory school leaving age)	£4.62
Apprentices aged under 19 (and apprentices aged 19 and over in first year of their apprenticeship)	£4.30

Statutory Redundancy Pay

From 6 April 2021

The cap on a gross week's pay is £544

Unfair Dismissal Awards

From 6 April 2021

Maximum basic award for unfair dismissal	£16,320
Maximum compensation award for unfair dismissal	£89,493 or 52 weeks' gross pay if lower

Discrimination Award

From 6 April 2021

No Upper Limit (£)