

EMPLOYMENT LAW FACTS & FIGURES 2019 - 2020

A handy guide of employment law updates and reminders for your business.



STATUTORY PAYMENTS

April 2019

Category	Rate as of April 2019	Previous Rate
Maternity, adoption, paternity and shared parental pay	£148.68	£145.18
Maternity allowance	£148.68	£145.18
Statutory sick pay	£94.25	£92.05
Statutory redundancy pay	£15,750	£15,240

NATIONAL MINIMUM WAGE

April 2019

Category	Rate as of April 2019	Previous Rate
National Living Wage (age 25+)	£8.21	£7.83
Standard adult rate (age 21-24)	£7.70	£7.38
Development rate (age 18-20)	£6.15	£5.90
Young workers rate (age 16-17)	£4.35	£4.20
Apprenticeship rate	£3.90	£3.70

MANDATORY GENDER PAY GAP REPORTING

4th April 2018

- In a bid to tackle the gender pay gap, and to promote pay transparency, large private and voluntary sector employers (those with 250 or more employees) are required to publish annual information on their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- First reports were due on 4 April 2018 and the process will need to be repeated annually, with figures retained on-line for three years.

TERMINATION PAYMENTS

6th April 2018

- All payments in lieu of notice, including payments where there is no contractual PILON clause, will be subject to income tax and class 1 NICs.
- Essentially, the part of the termination payment which is equivalent to the employee's basic salary, will be subject to tax if (and to the extent that) notice is not worked.

GENERATION DATA PROTECTION REGULATION (GDPR)

25th May 2018

- The GDPR came into force on 25 May 2018 and it is enshrined in UK statute by the Data Protection Act 2018.
- The sanctions for breaching the law have become more stringent, with fines of up to 20 million euros, or 4% of global turnover.
- Companies will need to show compliance with GDPR by updating their data protection policies and procedures, and considering their retention of data.

EXECUTIVE PAY GAP REPORTING REGULATIONS

1st January 2019

- UK listed companies with more than 250 employees are now required to report annually on the pay gap between their chief executive and their average UK worker, from 2020.
- The new regulations made on 17 July 2018, under the Companies Act 2006, came into force on 1 January 2019. It is estimated that 900 businesses will have to report on this.

TRIBUNAL COMPENSATION LIMITS

6th April 2019

- The maximum compensatory award for unfair dismissal has risen from £83,682 to £86,444.
- The maximum amount of a week's pay, used to calculate statutory redundancy payments and various awards including the basic and additional awards for unfair dismissal, also rose from £508 to £525.

WORKER RIGHTS

6th April 2019

- The right to itemised payslips has been extended to all workers and payslips will need to itemise the number of hours paid for where a worker is paid on an hourly rate basis.
- The maximum penalty for an "aggravated" breach of employment law has increased from £5,000 to £20,000.

VENTO BANDS

6th April 2019

The bands used for calculating awards for injury to feelings will be increased as follows for claims presented on or after 6 April 2019:

- A lower band of £900 to £8,800 (for less serious cases);
- A middle band of £8,800 to £26,300 (for cases that do not merit an award in the upper band); and
- An upper band of £26,300 to £44,000 (for the most serious cases).
- Awards in the most exceptional cases may exceed £44,000.

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