

# U.K. Employment Fact Sheet 2021

The U.K. employment team at Faegre Drinker advises national and international employers on all their employment needs, from standard contract and handbook reviews to managing dismissals and enforcing post-termination restrictions. We pride ourselves on giving pragmatic solutions to often difficult employment situations and doing so in a responsive and user-friendly way.

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## Maximum Compensation Limits *From 6 April 2021*

Unfair dismissal maximum award*	£105,813
▪ Basic award*	£16,320
▪ Compensatory award*	£89,493 or 52 weeks' gross pay, if lower
Statutory redundancy pay*	£16,320
Failure to inform or consult about TUPE transfer	13 weeks' gross pay
Failure to inform or consult about collective redundancies	90 days' gross pay
Discrimination	Uncapped
Whistleblowing	Uncapped
Limit on a week's pay*	£544

\*Figure is for Great Britain only. Different figures for Northern Ireland will apply.

## Family Leave *From 4 April 2021*

Statutory maternity leave	<ul style="list-style-type: none"><li>Up to 52 weeks</li><li>No minimum length of service required</li></ul>
Statutory maternity pay	<ul style="list-style-type: none"><li>90% of average weekly earnings for 6 weeks</li><li>£151.97 per week (or 90% of average earnings, if lower) for the next 33 weeks</li><li>Employee must have 26 weeks' service by the 15th week before the due date</li></ul>
Statutory paternity leave	<ul style="list-style-type: none"><li>1 or 2 weeks</li><li>Employee must have 26 weeks' service by the 15th week before the due date</li></ul>
Statutory paternity pay	<ul style="list-style-type: none"><li>£151.97 per week (or 90% of average earnings, if lower)</li><li>Employee must have 26 weeks' service by the 15th week before the due date</li></ul>
Statutory shared parental leave	<ul style="list-style-type: none"><li>Up to 50 weeks (reduced by each week the mother spends on statutory maternity leave)</li><li>Employee must have 26 weeks' service by the 15th week before the due date</li></ul>
Statutory shared parental pay	<ul style="list-style-type: none"><li>£151.97 (or 90% of average earnings, if lower) for up to 37 weeks</li><li>Employee must have 26 weeks' service by the 15th week before the due date</li></ul>
Statutory parental bereavement leave	<ul style="list-style-type: none"><li>1 or 2 weeks to be taken in first 56 weeks after death of a child</li><li>No minimum length of service required</li></ul>
Statutory parental bereavement pay	<ul style="list-style-type: none"><li>£151.97 per week (or 90% of average earnings, if lower)</li><li>No minimum length of service required</li></ul>

## Sickness *From 4 April 2021*

Statutory sick pay	£96.35 per week
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## National Minimum Wage *From 1 April 2021*

Aged 23 and above (national living wage rate)	£8.91
Aged 21 to 22 inclusive	£8.36
Aged 18 to 20 inclusive	£6.56
Aged under 18 (but above compulsory school leaving age)	£4.62
Apprentices	£4.30