

Rates & Limits 2020 - 2021



Compensation Limits (From 6 April 2020 to 5 April 2021)

Limit on a week's pay (max.)	£538
Statutory redundancy / Unfair dismissal basic award (max.)	£16,140
Unfair dismissal compensatory award (max.)	Lower of £88,519 or 52 weeks' gross pay
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£13,988 - £27,976
Breach of Contract (where claimed in the Employment Tribunal) (max.)	£25,000
Failure to give Statement of Employment Particulars	£1,050 - £2,152
Refusal of right to be accompanied (max.)	£1,076
Failure to inform or consult over collective redundancy (max.)	90 days' gross pay
Failure to inform or consult over a TUPE transfer (max.)	13 weeks' gross pay
Breach of Flexible Working Regulations (max.)	£4,304
Refusal of employment on union membership grounds (max.)	£88,519

Failing to follow the ACAS Code of Practice on Discipline and Grievance can result in an uplift in compensation of up to 25%.

National Minimum Wage and National Living Wage

	1 April 2019 to 30 March 2020	From 1 April 2020 to 30 March 2021
25+ (National Living Wage)	£8.21 per hour	£8.72 per hour
21 to 24 (Standard adult rate)	£7.70 per hour	£8.20 per hour
18 to 20 (Development rate)	£6.15 per hour	£6.45 per hour
16 to 17 (Young workers)	£4.35 per hour	£4.55 per hour
Apprentice	£3.90 per hour	£4.15 per hour
Accommodation Offset	£7.55 per day	£8.20 per day

Payments for Time off Work (From 6 April 2020 to 5 April 2021)

Statutory Maternity Pay (Prescribed Rate)	£151.20 per week
Statutory Paternity Pay (Prescribed Rate)	£151.20 per week
Statutory Adoption Pay (Prescribed Rate)	£151.20 per week
Shared Parental Pay (Prescribed Rate)	£151.20 per week
Statutory Sick Pay (From 6 April 2020)	£95.85 per week

Limitation Periods

Right	Qualifying Period	Time Limit for Complaint
Unfair or constructive dismissal	2 years	3 months from the effective date of termination
Written reasons for dismissal	2 years	3 months from the effective date of termination
Wrongful dismissal	None	3 months from the effective date of termination
Discrimination	None	3 months from the date the act occurs
Sex equality clause	None	6 months from date of termination
Maternity equality clause	None	6 months from date of termination
Statutory redundancy payment	2 years	6 months from the "relevant date"

The Employment Tribunal may extend the time limit if it is just and equitable (in discrimination cases), or if it was not reasonably practicable for the Claimant to bring the claim in time.

Rates correct as at August 2020.

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Our dedicated Employment team can help you with:

- Day-to-day employment issues
- Dismissals
- Employment contracts and service agreements
- Restrictive covenants, confidentiality and intellectual property
- Employment status
- Restructuring, reorganisation and redundancy
- Mergers, acquisitions, insourcing and outsourcing (TUPE)
- Changing terms and conditions of employment
- Employment tribunal claims
- Discrimination and equal pay issues
- Whistleblowing
- Settlement agreements and pre-termination discussions
- Retainer service and 'TLC' insurance
- Data Protection (GDPR and subject access requests)
- Disciplinary and grievance investigations
- Policies and Procedures
- Employment law and HR training



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Kevin is experienced in all aspects of employment law, both claimant and respondent, from drafting contracts and procedures, through to providing representation before tribunals in cases involving multiple claimants, and advising on dismissal and re-engagement procedures in relation to contract variations for 500 plus employees. He has worked across the public and private sectors, for high street practices, local authorities and RSLs. This diverse range of experience has given him a very good understanding of the different pressures and considerations that apply when providing advice to individuals, businesses and public bodies. Kevin is admired for his pragmatic approach to most problems, and for finding solutions which minimise both cost and risk to clients.



EDWARD O'BRIEN

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Edward trained and worked in London for a national firm with a highly regarded Employment team, before moving to a regional firm specializing in advising trade unions. Before joining Lester Aldridge in 2020, Edward was responsible for establishing a new employment law offering for a Dorset-based firm, during which time he was consistently recommended in the Legal 500 directory.

Edward advises both companies and individuals on a broad range of contentious and non-contentious employment issues. His clients have included large national and international companies, SMEs, national trade unions, high-net-worth individuals and junior employees.



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Emma has worked in a variety of HR generalist and managerial roles, including holding the positions of Head of HR and Senior HR Business Partner. She is a Chartered Member of the Chartered Institute of Personnel and Development and a Graduate Member of the Chartered Institute of Legal Executives.

Emma has a range of HR experience, including employee relations, policy work, benefits, occupational health and graduate recruitment. She is often called upon to assist clients in dealing with matters such as disciplinary and grievance investigations and hearings (particularly where these cannot be dealt with internally for governance or other reasons) and she also provides training on all aspects of HR and employment processes. Emma assists with drafting employment contracts, handbooks, policies and other documents and also deals with witness statements and document reviews in contentious matters.



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Chelsea trained with Lester Aldridge and qualified into the Employment team in September 2020. Chelsea deals with a broad range of contentious and non-contentious employment matters for both businesses and individuals. Chelsea has experience in advising on redundancy procedures, dealing with employment tribunal claims, drafting settlement agreements and contracts of employment. Chelsea also assists companies with employment procedures, policies and staff handbooks.

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