



Guidance for employers

April: A month of increases

7 April 2020

Increases to compensation limits for tribunal claims and other amounts payable under employment legislation in Northern Ireland.

The new statutory levels of certain compensation limits for tribunal claims and other amounts payable under employment legislation in Northern Ireland have been published.

We have set these out below for ease of reference. The increase to statutory sick pay came into effect from 5 April, all other amounts relate to events after 6 April 2020.

Description	Old rate (2019)	New rate (6 April 2020)
Maximum amount of "a week's pay" for the purpose of calculating a redundancy payment or for various awards including the basic or additional award of compensation for unfair dismissal	£547	£560
Limit on maximum amount of basic award of compensation in 'normal' unfair dismissals	£16,410	£16,800
Limit on amount of guarantee payment payable to an employee in respect of any day	£29.00	£30.00
Amount of award for unlawful inducement relating to union membership or activities, or for unlawful inducement relating to collective bargaining	£4,401	£4,507
Minimum amount of basic award of compensation where dismissal is unfair	£6,655	£6,815
Limit on amount of compensatory award for unfair dismissal	£86,614	£88,693
Statutory sick pay (note: change from 5 April)	£92.25	£95.85
Statutory maternity, paternity, adoption and parental leave	£148.68	£151.20
National minimum wages increases	25+ £8.21 21-24 £7.70 18-20 £6.15 >18 £4.35	25+ £8.72 21-24 £8.20 18-20 £6.45 >18 £4.55

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