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Statutory payment amounts for 2015/2016

The Department for Work and Pensions has announced the proposed new rates for statutory sick pay (SSP), statutory maternity pay (SMP), statutory paternity pay (SPP), statutory adoption pay (SAP) and statutory shared parental pay (ShPP) for tax year commencing April 6th 2015.

The revised rates are as follows:

- The standard weekly rates of SMP and SAP and the weekly rates of SPP and ShPP will increase from £138.18 to £139.58.
- The prescribed weekly rate of Maternity Allowance will also increase from £138.18 to £139.58.
- The weekly rate of SSP will increase from £87.55 to £88.45 from 6 April 2015.
- The lower earnings limit applying to National Insurance contributions, below which employees are not entitled to SSP, SMP, SPP, SAP and ShPP, will increase from £111 to £112 per week from 6 April 2015.

New compensation limits announced to take effect from 6 April 2015

The Employment Rights (Increase of Limits) Order 2015 has been laid before Parliament and will come into force from 6 April 2015. The Order increases the limits applying to certain awards of employment tribunals and to other amounts payable under employment legislation. The main changes are:

- Maximum amount of a 'week's pay' for the purpose of calculating a redundancy payment or the basic or additional award of compensation for unfair dismissal or payments to employees in the event of insolvency – increases from £464 to £475.
- Limit on the amount of compensatory award for unfair dismissal – increases from £76,574 to £78,335 (there is an additional cap of one year's salary on the compensatory award for unfair dismissal).
- Limit on the daily amount of statutory guarantee payment – increases from £25.00 to £26.00.

The increases apply where the event giving rise to the entitlement to compensation or other payment occurs on or after 6 April 2015. The date is determined differently depending on the type of claim brought. In unfair dismissal claims, this date is the effective date of termination of employment. In guarantee payment claims, it is the day in respect of which the payment is due.

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