

EMPLOYMENT LAW KEY FACTS

Employment tribunal awards	From 6 April 2024	From 6 April 2025
One week's pay (for basic award)	£700	£719
Maximum basic award	£21,000	£21,570
Maximum compensatory award	The lower of £115,115 and 52 weeks' actual gross pay	The lower of £118,223 and 52 weeks' actual gross pay
Compensatory award for automatic unfair dismissal (whistle-blowing / health and safety)	No limit	No limit
Discrimination compensation	No limit	No limit
Maximum contract claim	£25,000	£25,000
Failure to provide statement of written particulars	2 or 4 weeks' pay (£1,400 or £2,800)	2 or 4 weeks' pay (£1,438 or £2,876)
Breach of right to be accompanied	2 weeks' pay (£1,400)	2 weeks' pay (£1,438)
Breach of flexible working regulations	8 weeks' pay (£5,600)	8 weeks' pay (£5,752)

Calculating a basic award / statutory redundancy payment (SRP)	From 6 April 2024	From 6 April 2025
Each year of employment below 22	½ week's pay	½ week's pay
Each year of employment between 22 and 40	1 week's pay	1 week's pay
Each year of employment 41+	1½ week's pay	1½ week's pay
One week's pay	£700	£719
Maximum length of service	20 years	20 years
Maximum SRP	£21,000	£21,570
Guarantee pay	£38 per day (maximum £190 or 5 days in 3 months)	£39 per day (maximum £195 or 5 days in 3 months)

Consultation	
Failure to inform/consult on a TUPE transfer	13 weeks' actual pay
Failure to consult on a collective redundancy	90 days' actual pay
Failure to file an HR1 form	Unlimited

Collective consultation	
100+ redundancies in 90 days	Minimum 45 days' consultation
20-99 redundancies in 90 days	Minimum 30 days' consultation

National minimum wage		
	From 1 April 2024	From 1 April 2025
National living wage 21+	£11.44 per hour	£12.21 per hour
18-20 year old rate	£8.60 per hour	£10.00 per hour
16-17 year old rate	£6.40 per hour	£7.55 per hour
Apprentice rate	£6.40 per hour	£7.55 per hour
Accommodation offset	£9.99 per day	£10.66 per day

Statutory sick payments	Amount (per week)		Period
	From 6 April 2024	From 6 April 2025	
Statutory sick pay	£116.75	£118.75	28 weeks

Statutory family payments	Amount (per week)		Period
	From 7 April 2024	From 6 April 2025	
Statutory maternity pay	90% of actual pay £184.03	90% of actual pay £187.18	6 weeks 33 weeks
Statutory paternity pay	£184.03	£187.18	2 weeks
Statutory adoption pay	90% of actual pay £184.03	90% of actual pay £187.18	6 weeks 33 weeks
Statutory shared parental pay	£184.03 or 90% of normal weekly earnings if lower	£187.18 or 90% of normal weekly earnings if lower	39 weeks less any time taken by the mother or adopter
Statutory parental bereavement pay	£184.03 or 90% of normal weekly earnings if lower	£187.18 or 90% of normal weekly earnings if lower	2 weeks
Statutory neonatal care pay	N/A	£187.18 or 90% of normal weekly earnings if lower	12 weeks

Statutory notice to employer	
Under 1 month's service	None
1 month+	1 week

Statutory notice to employee	
Under 1 month's service	None
1 month to 2 years	1 week
2-12 years	1 week per year of employment
12 years+	12 weeks

Working Time Regulations (subject to exceptions and special cases)	
Paid annual leave	5.6 weeks
Rest break after 6 hours	20 minutes (30 minutes after 4½ hours for 16-17 year olds)
Daily rest period	11 hours (12 hours for 16-17 year olds)
Weekly rest period	24 hours (48 hours for 16-17 year olds)
Maximum average working time	48 hours per week in last 17 weeks

Vento bands (compensation for injury to feelings in discrimination claims)	From 6 April 2024	From 6 April 2025
	Lower band	£1,200 to £11,700
Middle band	£11,700 to £35,200	£12,100 to £36,400
Upper band	£35,200 to £58,700	£36,400 to £60,700

NB: The most exceptional cases can exceed the top of the upper band.

Want to know more?



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