

# The Legal Partners Employment Law Factsheet 2024 - 2025

## National Minimum Wage and National Living Wage

(Hourly)	April 23	1 April 24
Apprentices <sup>†</sup>	£5.28	£6.40
Age 16-17	£5.28	£6.40
Age 18-20	£7.49	£8.60
Age 21-22	£10.18	£11.44
National Living Wage: 23 yrs+	£10.42	£11.44
* 2024 NLW expands to apply to all workers aged 21 yrs +		

## Statutory payments for time off work

(Each week)	April 23	7 April 24
Maternity/adoption pay prescribed rate (max)	£172.48	<b>£184.03</b>
Paternity pay (max)	£172.48	<b>£184.03</b>
Parental bereavement pay (max)	£172.48	<b>£184.03</b>
Shared parental pay (max)	£156.66	<b>£184.03</b>
Sick pay * From 6 <sup>th</sup> April 24	£109.40	* <b>£116.75</b>

## Compensation limits

(Maximum unless stated)	April 23	6 April 24
Week's pay (used to calculate statutory redundancy pay and basic award for unfair dismissal)	£643	<b>£700</b>
Statutory redundancy payment: up to 30 weeks' pay	£19,290	<b>£21,000</b>
Unfair dismissal basic award: up to 30 weeks' pay	£19,290	<b>£21,000</b>
Unfair dismissal compensatory award <sup>1</sup>	£105,707	<b>£115,115</b>
Automatically unfair dismissal basic award (minimum amount) <sup>2</sup>	£7,836	<b>£8,533</b>
Unfair dismissal for Discrimination – (Vento bands range) <sup>2 &amp; 3</sup>	£1,100 to £56,200	<b>£1,200 to £58,700</b>
Failure to allow employee to be accompanied at disciplinary or grievance meeting: 2 weeks' pay	£1,286	<b>£1,400</b>
Breach of flexible working regulations: up to 8 weeks' pay <sup>4</sup>	£5,144	<b>£5,600</b>
Failure to give written particulars of employment: 2 / 4 weeks' pay	£1,286 to £2,572	<b>£1,400 to £2,800</b>
Breach of contract claim in employment tribunal	£25,000	<b>£25,000</b>
Failure to inform or consult: collective redundancy <sup>5</sup>	90 days' pay	<b>90 days' pay</b>
Failure to inform or consult: TUPE transfer <sup>5</sup>	13 weeks' pay	<b>13 weeks' pay</b>
Guarantee payment (each day of short term layoff)	£35	<b>£38</b>
Guarantee payment (in any 3 months)	£175	<b>£190</b>

The actual size of awards within these limits is decided by a Judge at any Employment Tribunal

<sup>†</sup> If under 19 or in first year of apprenticeship (otherwise refer to age bands in table)

<sup>1</sup> Maximum compensatory award is lower of statutory limit or 52 weeks' actual gross pay at the time of dismissal. This limit does not apply where reason for dismissal or redundancy selection is carrying out health and safety activities or making a protected disclosure

<sup>2</sup> Employees have day 1 rights to protection from discrimination (see 3 below) and not to be dismissed for reasons of trade union membership or activities, or acting as a health and safety representative, employee rep, workforce rep or pension scheme trustee

After 2 year's service ordinary unfair dismissal rights apply. Can only dismiss an employee for 1 of the following 5 fair reasons **and must** follow a fair process:

- Gross misconduct
- Capability/Poor performance
- Illegality e.g no right to work or work permit
- Redundancy
- Some other substantial reason e.g reorganisation

<sup>3</sup> Day 1 rights to protection from discrimination re 9 protected characteristics. Compensation for discrimination includes loss of earnings and injury to feelings (Vento bands apply depending on severity)

<sup>4</sup> 8 statutory reasons for legally refusing a request

<sup>5</sup> Actual gross pay (limit on a week's pay does not apply)