

National Minimum Wage and National Living Wage

(Hourly)	April 24	1 April 25
Apprentices [†]	£6.40	£7.55
Age 16-17	£6.40	£7.55
Age 18-20	£8.60	£10.00
National Living Wage: Age 21 yrs +	£11.44	£12.21

2025 rates represent the largest increase for under 21s on record, and form part of the Government's initiative to establish a single adult wage rate eligible to those 18 yrs and over.

Compensation limits

(Maximum unless stated) Actual amounts awarded are decided by ET judges	April 24	6 April 25
Week's pay (used to calculate statutory redundancy pay and basic award for unfair dismissal)	£700	£719
Statutory redundancy payment: up to 30 weeks' pay	£21,000	£21,570
Unfair dismissal basic award: up to 30 weeks' pay ¹	£21,000	£21,570
Unfair dismissal compensatory award ²	£115,115	£118,223
Automatically unfair dismissal basic award (minimum amount) ³	£8,533	£8,763
Unfair dismissal for Discrimination – (Vento bands range) ⁴	£1,200 to £58,700	£1,200 to £60,700
Failure to allow employee to be accompanied at disciplinary or grievance meeting: 2 weeks' pay	£1,400	£1,438
Breach of flexible working regulations: up to 8 weeks' pay ⁵	£5,600	£5,752
Failure to give written particulars of employment: 2 / 4 weeks' pay	£1,400 to £2,800	£1,438 to £2,876
Compensation for failure to allocate and pay tips fairly	£5,000	£5,135
Compensation for failure to comply with duties on tips policies record-keeping	£5,000	£5,135
Breach of contract claim in employment tribunal	£25,000	£25,000
Failure to inform or consult: collective redundancy ⁶	90 days' pay	90 days' pay
Failure to inform or consult: TUPE transfer ⁶	13 weeks' pay	13 weeks' pay
Guarantee payment (each day of short term layoff)	£38	£39
Guarantee payment (in any 3 months)	£190	£195

Statutory payments for time off work

(Each week: maximum- subject to eligibility)	April 24	7 April 25
Maternity/adoption pay prescribed rate 33 weeks	£184.03	£187.18
Paternity pay 2 weeks	£184.03	£187.18
Parental bereavement pay 2 weeks	£184.03	£187.18
Shared parental pay 37 weeks, shared between parents	£184.03	£187.18
Neonatal care pay 12 weeks		£187.18
Sick Pay paid after first 3 'waiting days' of sickness	£116.75	£118.75
Lower earnings Limit	£123	£125

[†] If under 19 or in first year of apprenticeship (otherwise refer to age bands in table)

¹ After two years' 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, visa or work permit
- Redundancy
- Some other substantial reason e.g. restructure

² 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

³ Dismissals for reasons of trade union membership or activities, for acting as a health and safety representative, employee / workforce rep or pension scheme trustee

⁴ Day 1 rights to protection from discrimination re 9 protected characteristics. Compensation includes loss of earnings and injury to feelings (Vento bands apply depending on severity)

⁵ 8 statutory reasons for legally refusing a request

⁶ Actual gross pay (limit on weeks' pay does not apply). **NB expected to double to 180 days' pay under Employment Rights Bill in 2026.**