

National Minimum Wage and National Living Wage

(Hourly)	April 25	1 April 26
Apprentices [†]	£7.55	£8.00
Age 16-17	£7.55	£8.00
Age 18-20	£10.00	£10.85
National Living Wage: Age 21 yrs +	£12.21	£12.71

[†] If under 19 or in first year of apprenticeship (otherwise refer to age bands in table).
The 2025 rate increases represented the largest on record for under 21s. The 2026 increases continue the Government's intended move towards a single adult wage rate for those 18 and over.

Compensation limits

(Maximum unless stated)	April 25	6 April 26
Week's pay - used to calculate statutory redundancy pay & basic award for unfair dismissal N.B this limit remains in place and is not being abolished in Jan 2027.	£719	£751
Statutory redundancy payment: up to 30 weeks' pay	£21,570	£22,530
Unfair dismissal basic award: up to 30 weeks' pay ¹	£21,570	£22,530
Unfair dismissal compensatory award ²	£118,223	£123,543
Automatically unfair dismissal basic award (minimum amount) ³	£8,763	£9,157
Unfair dismissal for Discrimination – (Vento bands range) ⁴	£1,200 to £60,700	£1,300 to £62,900
Failure to allow employee to be accompanied at disciplinary or grievance meeting: up to 2 weeks' pay	£1,438	£1,502
Breach of flexible working regulations: up to 8 weeks' pay ⁵	£5,752	£6,008
Failure to provide statement of particulars by day one in role : 2 / 4 weeks' pay	£1,438 / £2,876	£1,502 / £3,004
Failure to comply with statutory tipping obligations	£5,135	£5,366
Breach of contract claim in employment tribunal	£25,000	£25,000
Failure to inform or consult: collective redundancy ⁶	90 days' pay	180 days' pay
Failure to inform or consult: TUPE transfer ⁶	13 weeks' pay	13 weeks' pay
Guarantee payment (each day of short term layoff)	£39	£41
Guarantee payment (in any 3 months)	£190	£205

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

Statutory payments for time off work

(Each week: maximum- subject to eligibility)	April 25	April 26
Maternity/adoption pay (prescribed rate) 33 weeks	£187.18	£194.32
Paternity pay 2 weeks	£187.18	£194.32
Parental bereavement pay 2 weeks	£187.18	£194.32
Shared parental pay 37 weeks, shared between parents	£187.18	£194.32
Neonatal care pay 12 weeks		£194.32
Sick Pay paid from day 1 of sickness absence.	£118.75	£123.25
Lower earnings Limit has been removed so all qualify.	£123	-

¹ Currently employees need 2 years' service to earn protection from ordinary unfair dismissal. (Employers can dismiss for 1 of 5 fair reasons and must follow a fair process).

From 1st Jan 2027, the qualifying period is reducing from 2 years to 6 months. Any employee who already has 6 months' service on 1st Jan 2027 gains protection immediately on that date.

Employees hired on or before 1st July 2026 will be covered from 1st Jan 2027. Employees hired on after July 2026 gain protection once they reach 6 months service.

² Maximum compensatory award is currently the lower of statutory limit or 52 weeks' gross pay at the time of dismissal. (Does not apply where reason for dismissal or redundancy selection is carrying out health and safety activities or making a protected disclosure).

For dismissals on or after 1st Jan 2027 the cap on compensatory awards will be abolished.

³ Certain dismissals are automatically unfair regardless of service. From October 2026 this includes dismissal connected with "fire and rehire" practices.

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. **From Jan 2027 the reason will need to be reasonable and stated.**

⁶ Based on actual gross pay (weeks' pay cap does not apply).