

## Employment Rates & Compensation Limits: 06.04.24 - 05.04.25

COMPENSATION LIMITS ON EMPLOYMENT TRIBUNAL AWARDS		
(Maximum unless stated otherwise)	06.04.23	06.04.24
Week's pay	£643	£700
Unfair Dismissal: Basic award/statutory redundancy pay	£19,290	£21,000
Unfair Dismissal: Compensatory award*	£105,707	£115,115
Automatically unfair dismissal basic award (minimum)**	£7,836	£8,533
Unfair Dismissal: Additional award re: failure to reinstate/re-engage: minimum order is lower of 26 weeks' pay or:	£16,718	£18,200
Unfair Dismissal: Additional award re: failure to reinstate/re-engage: maximum order is lower of 52 weeks' pay or:	£33,436	£36,400
Breach of contract claim	£25,000	£25,000
Breach of flexible working regulations (up to 8 weeks' pay)	£5,144	£5,600
Failure to give written particulars of employment (2/4 weeks' pay)	£1,286 / £2,572	£1,400 / £2,800
Breach of right to be accompanied (up to 2 weeks' pay)	£1,286	£1,400
Failure to inform/consult: collective redundancy***	90 days' gross pay	90 days' gross pay
Failure to inform/consult: TUPE transfer***	13 weeks' gross pay	13 weeks' gross pay
Guarantee payment	£35 per day capped at 5 days / £175 in any 3 months	£35 per day capped at 5 days / £175 in any 3 months
Injury to Feelings – Vento <b>Upper</b> Band	£33,700 - £56,200	£35,200 - £58,700
Injury to Feelings – Vento <b>Middle</b> Band	£11,200 - £33,700	£11,700 - £35,200
Injury to Feelings – Vento <b>Lower</b> Band	£1,100 - £11,200	£1,200 - £11,700
Interest rate for discrimination awards & unpaid ET awards	8%	8%

- \* Maximum unfair dismissal compensatory award is lower of statutory limit or 52 weeks' gross pay at EDT. This limit does not apply where the reason for dismissal/redundancy selection is carrying out health & safety activities/whistleblowing.
- \*\* Where the reason/principal reason for dismissal is acting as a health and safety/employee/workplace representative or pension scheme trustee, or trade union membership or activities.
- \*\*\* The statutory limit on a week's pay does not apply.

<b>STATUTORY PAYMENTS FOR TIME OFF WORK</b>		
<b>(Each week)</b>	<b>04.04.23</b>	<b>08.04.24</b>
Maternity / paternity / adoption / shared parental pay (prescribed rate)	£172.48	£184.03
<b>(Each week)</b>	<b>04.04.23</b>	<b>08.04.24</b>
Parental Bereavement pay: 2 weeks pay paid at lower of 90% of average weekly earnings or:	£172.48	£184.03
Maternity allowance	£172.48	£184.03
Sick Pay	£109.40	£116.75
Lower Earnings Limit	£123	£123

<b>NATIONAL MINIMUM WAGE</b>		
<b>(Hourly)</b>	<b>01.04.23</b>	<b>01.04.24</b>
Age 23+ (national living wage)	£10.42	£11.44
Age 21-22 inclusive (standard adult rate)	£10.18	£11.44
Age 18-20 inclusive (development rate)	£7.49	£8.60
Age 16-17 inclusive (young workers rate)	£5.28	£6.40
Apprentice rate (If under 19 / in 1 <sup>st</sup> year of apprenticeship)	£5.28	£6.40
Accommodation offset limit (maximum daily deduction from NMW)	£9.10	£9.99

<b>PAYMENTS ON INSOLVENCY</b>		
<b>(Maximum)</b>	<b>06.04.23</b>	<b>06.04.24</b>
Statutory redundancy payment / basic award (30 weeks' pay)	£19,290	£21,000
Statutory notice pay (12 weeks' pay)	£7,716	£8,400
Arrears of pay (8 weeks' pay)	£5,144	£5,600
Holiday pay (6 weeks' pay)	£3,858	£4,200

