

Employment Law Key Facts

Employment tribunal awards	From 6 April 2023	From 6 April 2024
One week's pay (for basic award)	£643	£700
Maximum basic award	£19,290	£21,000
Maximum compensatory award	The lower of £105,707 and 52 weeks' actual gross pay	The lower of £115,115 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 (£1,286 or £2,572)	2 or 4 weeks' pay (£1,400 or £2,800)
Breach of right to be accompanied	2 weeks' pay (£1,286)	2 weeks' pay (£1,400)
Breach of flexible working regulations	8 weeks' pay (£5,144)	8 weeks' pay (£5,600)

Calculating a basic award/statutory redundancy payment (SRP)	From 6 April 2023	From 6 April 2024
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	£643	£700
Maximum length of service	20 years	20 years
Maximum SRP	£19,290	£21,000
Guarantee pay	£35 per day (maximum £175 or 5 days in 3 months)	£38 per day (maximum £190 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	National living wage 21+	£12.21 per hour
18-20 year old rate	£8.60 per hour	18-20 year old rate	£10.00 per hour
16-17 year old rate	£6.40 per hour	16-17 year old rate	£7.55 per hour
Apprentice rate	£6.40 per hour	Apprentice rate	£7.55 per hour
Accommodation offset	£9.99 per day	Accommodation offset	£10.66 per day

Statutory sick payments	Amount (per week)		Period
	From 6 April 2023	From 6 April 2024	
Statutory sick pay	£109.40	£116.75	28 weeks
Statutory family payments	Amount (per week)		Period
	From 2 April 2023	From 7 April 2024	
Statutory maternity pay	90% of actual pay £172.48	90% of actual pay £184.03	6 weeks 33 weeks
Statutory paternity pay	£172.48	£184.03	2 weeks
Statutory adoption pay	90% of actual pay £172.48	90% of actual pay £184.03	6 weeks 33 weeks
Statutory shared parental pay	£172.48 or 90% of normal weekly earnings if lower	£184.03 or 90% of normal weekly earnings if lower	39 weeks less any time taken by the mother or adopter
Statutory parental bereavement pay	£172.48 or 90% of normal weekly earnings if lower	£184.03 or 90% of normal weekly earnings if lower	2 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 2023	From 6 April 2024
Lower band	£1,100 to £11,200	£1,200 to £11,700
Middle band	£11,200 to £33,700	£11,700 to £35,200
Upper band	£33,700 to £56,200	£35,200 to £58,700

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

Contact us



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