

Key Payments and Limits 2024/25



Key Compensation Limits

Compensation	April 2024 rate	Date from	April 2023 rate
Unfair dismissal compensatory award	£115,115*	06 April 2024	(£105,707)
Limit on a week's pay	£700	06 April 2024	(£643)
Statutory redundancy pay (Maximum)	£21,000	06 April 2024	(£19,290)
Basic award (Maximum)	£21,000	06 April 2024	(£19,290)
Additional award (Refusal to reinstate/re-engage) Between 26 and 52 weeks' pay	£18,200-36,400	06 April 2024	(£16,718-£33,436)
Breach of right to be accompanied (Maximum 2 weeks' pay)	£1,400	06 April 2024	(£1,286)
Breach of contract (Tribunal maximum)	£25,000	No change	No change
Breach of flexible working regulations (Maximum 8 weeks' pay)	£5,600	06 April 2024	(£5,144)
Failure to collectively consult (Redundancy)	90 days' gross pay (No maximum weekly limit)		
Failure to inform or consult (TUPE)	13 weeks' gross pay (No maximum weekly limit)		

*Please note the maximum compensatory award is the lower of the statutory compensation or 52 weeks' gross pay

National Living Wage

From 1 April 2024

Age	April rate 2024	April 2023 rate
23+ (from 1 April 2021) 21+ (from 1 April 2024)	£11.44	(£10.42)

Statutory Sick Pay

From 6 April 2024

Payment	April 2024 rate
Statutory Sick Pay	£116.75

National Minimum Wage

From 1 April 2024

Age	April 2024 rate	April 2023 rate
16 - 17	£6.40	(£5.28)
18 - 20	£8.60	(£7.49)
21 - 22	N/A	(£10.18)
Apprentice rate	£6.40	(£5.28)

Family Benefits/Pay

From 7 April 2024

Payment	April 2024 rate
Maternity/ Adoption Pay	£184.03 (Maximum)*
Paternity Pay	£184.03 (Maximum)*
Shared Parental Pay	£184.03 (Maximum)*
Bereavement pay	£184.03 (Maximum)*

Maternity and adoption pay - 90% of the employee's normal weekly earnings for first six weeks.
Family benefits *£184.03 or 90% of the employee's normal weekly earnings, whichever is lower.