

EMPLOYMENT FACTSHEET 2024-25



STATUTORY PAYMENTS FOR TIME OFF WORK (each week)	From 1 April 2024
Maternity/adoption pay prescribed rate (max)	£184.03
Paternity pay (max)	£184.03
Shared parental pay (max)	£184.03
Sick pay (payable after first three days absence up to 28 weeks)	£116.75
Lower earning limit	£123.00

MINIMUM AND NATIONAL LIVING WAGES (hourly)	From 1 April 2024
Apprentices	£6.40
Age 16-17	£6.40
Age 18-20	£8.60
National Living Wage (Age 21+)	£11.44

PAYMENTS ON INSOLVENCY (maximum)	From 6 April 2024
Arrears of pay (8 weeks' pay)	£5,600
Statutory notice pay (12 weeks' pay)	£8,400
Holiday pay (6 weeks' pay)	£4,200
Statutory redundancy payment or basic award (30 weeks' pay)	£21,000

Legal advice should be sought on specific circumstances before making or accepting any payments on termination of employment. For more information, please contact our Head of Employment, Omar Qassim on 020 8944 5290 or omar.qassim@peacock-law.co.uk.

COMPENSATION LIMITS (maximum unless stated)	From 6 April 2024
Week's pay	£700
Statutory redundancy payment: up to 30 weeks' pay	£21,000
Unfair dismissal basic award: up to 30 weeks' pay	£21,000
Unfair dismissal compensatory award: up to 52 week actual gross, whichever is the lower	£115,115
Automatically unfair dismissal basic award (min)	£8,533
Blacklisted employee unfair dismissal basic award (min)	£5,000
Discrimination – injury to feelings award:	
Lower band	£1,200 - £11,700
Middle band	£11,700 - £35,200
Upper band	£35,200 - £58,700
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£18,200 - £36,400
Breach of right to be accompanied: up to 2 weeks' pay	£1,400
Breach of flexible working regulations: up to 8 weeks' pay	£5,600
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,400 - £2,800
Breach of contract claim in employment tribunal	£25,000
Failure to inform or consult: collective redundancy	90 days' pay
Failure to inform or consult: TUPE transfer	13 weeks' pay
Guarantee payment – statutory lay-off (each day)	£38
Guarantee payment – statutory lay-off (in any 3 months)	£190