

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 1 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

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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

Legal advice should be sought on specific circumstances before making or accepting any payments on termination of employment. For more information, please contact our team Tim Tiverton on [020 8054 6265](tel:02080546265) or info@tiverton-law.co.uk.