

Statutory payments and tribunal awards 2025

Tribunal awards

| Type of payment | Minimum from 6 April 2025 | Maximum from 6 April 2025 |
|--|--|--|
| Limit on a week's pay | No minimum | £719 |
| Unfair dismissal basic award | No minimum (except in automatically unfair dismissals (£8,763) or blacklisting cases (£5,000)) | £21,570 (save in limited circumstances) |
| Unfair dismissal compensatory award | No minimum | £118,223 (save in certain circumstances) |
| Unfair dismissal additional award | Lower of 26 weeks' pay or £18,694 | 52 weeks' pay (up to £37,388) |
| Statutory redundancy payment | No minimum | £21,570 |
| Guarantee pay limit for a day's pay during short-time or temporary lay off | No minimum | £39 a day (subject to a maximum of 5 days or £195 in any 3 months) |
| Breach of right to be accompanied | No minimum | 2 weeks' pay (up to £1,438) |
| Breach of contract cases heard in the employment tribunal | No minimum | £25,000 |
| Failure to inform or consult over collective redundancy | No minimum | 90 days' actual pay (gross) |
| Failure to inform or consult over a TUPE transfer | No minimum | 13 weeks' actual pay (gross) |
| Failure to give statement of employment particulars | 2 weeks' pay (up to £1,438) | 4 weeks' pay (up to £2,876) |
| Breach of flexible working regulations | No minimum | 8 weeks' pay (up to £5,752) |

Sickness

| Type of payment | Sick days on or after 6 April 2024 | Sick days on or after 6 April 2025 | Maximum Period |
|--------------------|------------------------------------|------------------------------------|--|
| Statutory sick pay | £116.75 a week | £118.75 a week | 28 weeks in any period of incapacity for work (PIW) or any linked series of PIWs spanning a maximum of 3 years |

Families and pregnancy

| Type of payment | From 6 April 2024 | From 6 April 2025 | Maximum Period |
|--|--|--|--|
| Statutory maternity pay (SMP) and statutory adoption pay (SAP) earnings-related rate | 90% of employee's normal weekly earnings | 90% of employee's normal weekly earnings | 6 weeks |
| SMP and SAP (prescribed rate) | £184.03 a week or 90% of normal weekly earnings if lower | £187.18 a week or 90% of normal weekly earnings if lower | 33 weeks |
| Neonatal care pay | - | £187.18 a week or 90% of normal weekly earnings if lower | 12 weeks |
| Statutory paternity pay (SPP) | £184.03 a week or 90% of normal weekly earnings if lower | £187.18 a week or 90% of normal weekly earnings if lower | 2 weeks' ordinary paternity leave |
| Shared parental leave pay (SPLP) | £184.03 a week or 90% of normal weekly earnings if lower | £187.18 a week or 90% of normal weekly earnings if lower | 39 weeks less any period of SMP, MA or SAP |
| Type of payment | From 11 April 2024 | From 7 April 2025 | Maximum Period |
| Maternity allowance (MA) | £184.03 a week or 90% of normal weekly earnings if lower | £187.18 a week or 90% of normal weekly earnings if lower | 39 weeks |

National Minimum Wage

| Rate | From 1 April 2025 |
|--|-------------------|
| National Living Wage: workers age 21 and over (minimum hourly rate) | £12.21 |
| 18-20 year old rate: workers age 18-20 (minimum hourly rate) | £10.00 |
| 16-17 year old rate: workers above compulsory school age but under 18 and not apprenticed (minimum hourly rate) | £7.55 |
| Apprenticeship rate: apprentices under 19 or in the first year of an apprenticeship (otherwise refer to age bands) | £7.55 |
| Accommodation offset (maximum deduction per day from NMW) | £10.66 |

The above rates and payments are reviewed annually and are subject to change (usually in April each year). They apply under statutory provisions, but individual employees may be entitled to higher payments by virtue of their terms and conditions of employment.