

Employment Law

Facts & Figures 2024

Compensation limits from 6 April 2024

Complaint	Maximum Award
Discrimination	Unlimited
Unfair Dismissal: <ul style="list-style-type: none"> Basic Award Compensatory Award 	£21,000 £115,115 (Unlimited in certain circumstances)
Additional award for failure to reinstate	26 - 52 weeks' pay (£18,200 - £36,400)
A week's pay used to calculate basic awards and statutory redundancy payments	£700
Statutory redundancy pay	£21,000
Dismissal for union or employee representative or pension trustee reasons: <ul style="list-style-type: none"> Basic Award Compensatory Award 	£21,000 (minimum £8,533) £115,115
Dismissal for health and safety reasons: <ul style="list-style-type: none"> Basic Award Compensatory Award 	£21,000 (minimum £8,533) No limit
Dismissal for making a protected disclosure: <ul style="list-style-type: none"> Basic Award Compensatory Award 	£21,000 No limit
Contract claims	£25,000 in the Employment Tribunal (no limit in the High or County Courts)
Failure to conduct collective consultation	90 days' gross pay per employee
Failure to inform or consult over a TUPE transfer	13 weeks' gross pay per employee
Breach of right to be accompanied	2 weeks' pay (up to £1,400)
Breach of flexible working regulations	8 weeks' pay (up to £5,600)
Failure to give statement of employment particulars	2-4 weeks' pay (£1,400 or £2,800)
Guarantee pay if no work is provided	£38 per day up to a maximum of £190 in respect of 5 days in any 3-month period
Aggravated breach of a worker's rights	£20,000

Sick Pay

Payment	From 6 April 2024
Statutory sick pay	£116.75

National Minimum/Living Wage Rates

Category of Worker	From 1 April 2024
Aged 21+ (NLW*)	£11.44 per hour
Aged 18 - 20	£8.60 per hour
Aged 16 - 17	£6.40 per hour
Apprentice	£6.40 per hour
Accommodation offset	£9.99 per day

* From 1 April 2024 the age of entitlement for the National Living Wage came down from 23, to 21 years.

Calculating Statutory Redundancy Pay

	Rate
Each year in Employment aged 41+	1½ week's pay
Each year in Employment aged 22 - 40	1 week's pay
Each year in Employment aged 21 and under	½ week's pay
Maximum week's pay	£700
Maximum number of years	Last 20 worked

Statutory minimum notice to employers

Length of Employment	Notice Required
Under 1 month	No statutory notice requirement
1 month or more	1 week

Statutory minimum notice to employees

Length of Employment	Notice Required
Under 1 month	No statutory notice requirement
1 month to 2 years	1 week
2 years to 12 years	1 week for each completed year of employment
12 years or more	12 weeks

Working Time (Subject to some exceptions and special cases)

Minimum Entitlement	
Paid annual leave	5.6 weeks
Rest break after 6 hours	20 minutes
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 (over 17 week reference period)

Family Friendly Payments from 6 April 2024

Type of Pay	Rate	Max Period
Statutory maternity pay <i>(higher rate)</i>	90% of normal weekly earnings	6 weeks
Statutory maternity rate <i>(basic rate)</i>	£184.03 a week, or 90% of normal weekly earnings if lower.	33 weeks
Statutory paternity pay	£184.03 a week, or 90% of normal weekly earnings if lower.	2 weeks
Statutory adoption pay <i>(higher rate)</i>	90% of normal weekly earnings	6 weeks
Statutory adoption pay <i>(basic rate)</i>	£184.03 a week, or 90% of normal weekly earnings if lower.	33 weeks
Shared parental pay	£184.03 a week, or 90% of normal weekly earnings if lower.	39 weeks, minus time taken by other parent
Maternity allowance	£184.03 a week, or 90% of normal weekly earnings if lower.	39 weeks
Statutory parental bereavement pay	£184.03 a week, or 90% of normal weekly earnings if lower.	2 weeks

Statutory Family Friendly Leave

Type of Leave	Maximum Entitlement
Maternity leave	52 weeks (26 weeks ordinary, 26 weeks additional)
Paternity leave	2 weeks leave
Adoption leave	52 weeks (26 weeks ordinary, 26 weeks additional)
Shared parental leave	52 weeks, less any time taken by other parent
Parental leave	18 weeks unpaid per child (if child aged under 18)
Parental bereavement leave	2 weeks leave
Carer's Leave	1 week's unpaid leave in a rolling 12-month period



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