

Key Payments and Limits 2025/26



Key Compensation Limits

Compensation	April 2025 rate	Date from	April 2024 rate
Unfair dismissal compensatory award	£118,223*	06 April 2025	(£115,115)
Limit on a week's pay	£719	06 April 2025	(£700)
Statutory redundancy pay (Maximum)	£21,570	06 April 2025	(£21,000)
Basic award (Maximum)	£21,570	06 April 2025	(£21,000)
Additional award (Refusal to reinstate/re-engage) Between 26 and 52 weeks' pay	£18,694-37,388	06 April 2025	(£18,200-36,400)
Breach of right to be accompanied (Maximum 2 weeks' pay)	£1,438	06 April 2025	(£1,400)
Breach of contract (Tribunal maximum)	£25,000	No change	No change
Breach of flexible working regulations (Maximum 8 weeks' pay)	£5,752	06 April 2025	(£5,600)
Failure to collectively consult (Redundancy)	90 days' gross pay (No maximum weekly limit) (expected to increase to 180 days' gross pay under the Employment Rights Bill)		
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 2025

Age	April rate 2025	April 2024 rate
21+ (from 1 April 2024)	£12.21	(£11.44)

Statutory Sick Pay

From 6 April 2025

Payment	April 2025 rate
Statutory Sick Pay	£118.75

National Minimum Wage

From 1 April 2025

Age	April 2025 rate	April 2024 rate
16 - 17	£7.55	(£6.40)
18 - 20	£10.00	(£8.60)
Apprentice rate	£7.55	(£6.40)

Family Benefits/Pay

From 6 April 2025

Payment	April 2025 rate
Maternity/ Adoption Pay	£187.18 (Maximum)*
Paternity Pay	£187.18 (Maximum)*
Shared Parental Pay	£187.18 (Maximum)*
Bereavement pay	£187.18 (Maximum)*

Maternity and adoption pay - 90% of the employee's normal weekly earnings for first six weeks.
Family benefits *£187.18 or 90% of the employee's normal weekly earnings, whichever is lower.