

Key Payments and Limits 2026/27



Key Compensation Limits

Compensation	April 2026 rate	Date from	April 2025 rate
Unfair dismissal compensatory award	£123,543*	06 April 2026	(£118,223)
Limit on a week's pay	£751	06 April 2026	(£719)
Statutory redundancy pay (Maximum)	£22,530	06 April 2026	(£21,570)
Basic award (Maximum)	£22,530	06 April 2026	(£21,570)
Additional award (Refusal to reinstate/re-engage) Between 26 and 52 weeks' pay	£19,526-39,052	06 April 2026	(£18,694-37,388)
Breach of right to be accompanied (Maximum 2 weeks' pay)	£1,502	06 April 2026	(£1,438)
Breach of contract (Tribunal maximum)	£25,000	No change	No change
Breach of flexible working regulations (Maximum 8 weeks' pay)	£6,008	06 April 2026	(£5,752)
Failure to collectively consult (Redundancy)	180 days' gross pay (No maximum weekly limit) from 6 April 2026		
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.
From 1 January 2027 the compensatory award cap will be removed.

National Living Wage

From 1 April 2026

Age	April 2026 rate	April 2025 rate
21+	£12.71	(£12.21)

Statutory Sick Pay

From 6 April 2026 (day 1 right and LEL removed)

Payment	April 2025 rate
Statutory Sick Pay	£123.25

National Minimum Wage

From 1 April 2026

Age	April 2026 rate	April 2025 rate
16 - 17	£8.00	(£7.55)
18 - 20	£10.85	(£10.00)
Apprentice rate	£8.00	(£7.55)

Family Benefits/Pay

From 5 April 2026

Payment	April 2026 rate
Maternity/ Adoption Pay	£194.32 (Maximum)*
Paternity Pay	£194.32 (Maximum)*
Shared Parental Pay	£194.32 (Maximum)*
Bereavement pay	£194.32 (Maximum)*

Maternity and adoption pay - 90% of the employee's normal weekly earnings for first six weeks.
Family benefits *£194.32 or 90% of the employee's normal weekly earnings, whichever is lower.