

Key current rates and limits 2024/2025

This year, the following rates and limits apply:

The **National Minimum Wage** will increase as follows from 1 April 2023

- Adult rate - 21 + (NLW rate): £11.44.
- Age 18 to 20: £8.60.
- Age 16 to 17: £6.40.
- Apprentice rate: £6.40.
- Accommodation offset amount: £9.99.

Statutory Sick Pay will increase from £109.40 to £116.75 per week from April 2024.

Statutory maternity, paternity, shared parental and adoption pay will increase from £172.48 to £184.03 - April 2024.

Employment Tribunal:

For dismissals on or after 6 April 2024:

- The basic award and redundancy payments– the cap for a week's pay will increase from £643 to £700 per week
- Compensatory Award – the maximum statutory compensatory award for unfair dismissal has increased from £105,707 to £115,115.

Injury to feelings award:

Compensation can be awarded as follows (for claims presented between 6 April 2024 and 5 April 2025):

- Lower band: £1,200 to £11,700 (for isolated incidents or less serious cases)
- Middle band: £11,700 to £35,200 (for cases that are more serious but not the most serious)
- Upper band: £35,200 to £58,700 (for the most serious cases)

In cases of the most serious discrimination or harassment, the compensation can be higher than the upper band, depending on the circumstances of the case.