

Employment Key Figures 2024

Statutory Payments for time off work

(Each week)	Apr 24	Apr 23
Maternity/adoption pay prescribed rate (max)	£184.03	£172.48
Paternity pay (max)	£184.03	£172.48
Shared parental pay (max)	£184.03	£172.48
Sick pay	£116.75	£109.40
Lower earnings limit (weekly)	£123	£123

National minimum wage

(Each week)	Apr 24	Apr 23
Apprentices [^]	£6.40	£5.28
Age 16-17	£6.40	£5.28
Age 18-20	£8.60	£7.49
Age 21-22	N/A	£10.18
Age 21 and over (National Living Wage)	£ 11.44	£10.42

Payments on insolvency

(Each week)	Apr 24	Apr 23
Arrears of pay (8 weeks' pay)	£5,600	£5,144
Statutory notice pay (12 weeks' pay)	£8,400	£7,716
Holiday pay (6 weeks' pay)	£4,200	£3,858
Statutory redundancy payment or basic award (30 weeks' pay)	£21,000	£19,290

Compensation Limits

(Maximum unless stated)	Apr 24	Apr 23
Week's pay	£700	£643
Statutory redundancy payment: up to 30 weeks' pay	£21,000	£19,290
Unfair dismissal basic award: up to 30 weeks' pay	£21,000	£19,290
Unfair dismissal compensatory award*	£115,115	£105,707
Automatically unfair dismissal basic award (min)**	£8,533	£7,836
Blacklisted employee unfair dismissal basic award (min)	£5,000	£5,000
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£18,200 - £36,400	£16,718 - £33,436
Breach of right to be accompanied: up to 2 weeks' pay	£1,400	£1,286
Breach of flexible working regulations: up to 8 weeks' pay	£5,600	£5,144

Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,400 - £2,800	£1,286 - £2,572
Breach of contract claim in employment tribunal	£25,000	£25,000
Failure to inform or consult: collective redundancy***	90 days' pay	90 days' pay
Failure to inform or consult: TUPE Transfer***	13 weeks' pay	13 weeks' pay
Guarantee payment (each day)	£38	£35
Guarantee payment (in any 3 months)	£190	£175



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[^] if under 19 or in first year of apprenticeship (otherwise refer to age bands).

* Maximum compensatory award is lower of statutory limit or 52 weeks' actual gross pay at the time

of dismissal. Limit does not apply where reason for dismissal or redundancy selection is carrying out health and safety activities or making a protected disclosure.

** Dismissals for reason of trade union membership or activities, or acting as a health and safety representative, employee rep, workforce rep or pension scheme trustee.

*** Actual gross pay (limit on a week's pay does not apply