

# STATUTORY PAYMENTS FACTSHEET 2025



## STATUTORY PAYMENTS FOR TIME OFF WORK

[Each Week]	April 2024	April 2025
Maternity pay and adoption pay: first 6 weeks	90% of normal weekly earnings	
Maternity pay: remaining 33 weeks (maximum)	£184.03	£187.18
Adoption pay: remaining 33 weeks (maximum)	£184.03	£187.18
Paternity pay: 2 weeks (maximum)	£184.03	£187.18
Shared parental leave: total of 39 weeks (maximum)	£184.03	£187.18
Statutory sick pay: up to 28 weeks	£116.75	£118.75

## NATIONAL MINIMUM/LIVING WAGE (HOURLY)

Year	Apprentice*	Under 16	18 to 20	21 + (NLW)
April 2024	£6.40	£6.40	£8.60	£11.44
April 2025	£7.55	£7.55	£10.00	£12.21

\* If under 19 or in first year of apprenticeship (otherwise refer to age bands)

## COMPENSATION LIMITS

[Maximum unless stated]	April 2024	April 2025
Weeks' pay	£700	£719
Statutory redundancy payment: up to 30 weeks' pay	£21,000	£21,570
Unfair dismissal basic award: up to 30 weeks' pay	£21,000	£21,570
Unfair dismissal compensatory award	£115,115	£118,223
Automatic unfair dismissal basic award (minimum)**	£8,533	£8,763
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£18,200 to £36,400	£18,694 to £37,388
Breach of right to be accompanied: up to 2 weeks' pay	£1,400	£1,438
Break of flexible working regulations: up to 8 weeks' pay	£5,600	£5,752
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,400 to £2,800	£1,438 - £2,876
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	£39
Guarantee payment (in any three months)	£190	£195

\*\* Dismissals for reasons of trade union membership or activities, acting as a health and safety representative, employee representative, workforce representative or pension scheme trustee or on working time grounds

\*\*\* Limit on weeks' pay does not apply

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## PAYMENTS ON INSOLVENCY

Maximum	April 2024	April 2025
Arrears of pay (8 weeks' pay)	£5,600	£5,752
Statutory notice pay (12 weeks' pay)	£8,400	£8,628
Holiday pay (6 weeks' pay)	£4,200	£4,314
Statutory redundancy pay or basic award (30 weeks' pay)	£21,000	£21,570

## DISCRIMINATION COMPENSATION VENTO BANDS\*

Bands	April 2024	April 2025
Lower Band	£1,200 to £11,700	£1,200 to £12,100
Middle Band	£11,700 to £35,200	£12,100 to £36,400
Upper Band	£35,200 to £58,700	£36,400 to £60,700

\*The above Vento bands come into force on 6 April 2025.

## CONTACT OUR EMPLOYMENT LAW EXPERTS



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