

Employment Law Facts & Figures **2024**

Statutory Payments

National Minimum Wage

Age	Old amount	From 1st April 2024
16 - 17	£5.28 per hour	£6.40 per hour
18 - 20	£7.49 per hour	£8.60 per hour
Apprenticeship Rate*	£5.28 per hour	£6.40 per hour
21 - 22	£10.18 per hour	National Living Wage

*Applies to apprentices under 19 years old or over 19 but in first year of apprenticeship.

National Living Wage

Age	Old amount	From 1st April 2024
21+	£10.42 per hour*	£11.44 per hour

*Previously for age 23+

Family Friendly Pay Rates

Statutory Pay	Old amount	From 7th April 2024
Maternity	£172.48 per week	£184.03 per week
Paternity	£172.48 per week	£184.03 per week
Adoption	£172.48 per week	£184.03 per week
Shared Parental	£172.48 per week	£184.03 per week
Parental Bereavement	£172.48 per week	£184.03 per week

Sick Pay Rates

Statutory Pay	Old amount	From 7th April 2024
Sick Pay	£109.40 per week	£116.75 per week

Guarantee Pay Rates

Pay	Old amount	From 6th April 2024
Limit on amount of guarantee payment payable to an employee in respect of any day	£175*	£190**

*£35 per day, subject to a maximum of 5 days in any period of 3 months.

**£38 per day, subject to a maximum of 5 days in any period of 3 months.

The Limits

The limits applicable to certain Employment Tribunal awards from 6 April 2024.

Employment Right	Maximum Award	
	Old amount	New amount
Unfair Dismissal		
Basic Award	£19,290	£21,000*
Compensatory Award	£105,707	£115,115*
Redundancy Pay		
Limit on week's pay for calculation purposes (Where applicable)	£19,290 £643	£21,000** £700*
Discrimination		
Financial Loss	No Limit	No Limit
Injury To Feelings:		
Lower Band	£11,200	£11,700
Middle Band	£33,700	£35,200
Upper Band	£56,200	£58,700
Exceptional Cases	No Limit	No Limit

Applies to claims presented on or after 6 April 2024.

Breach Of Contract Claim/ Wrongful Dismissal (Employment Tribunal claims)	£25,000	£25,000
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Dismissal For Whistle Blowing (Protected Disclosure)

Compensatory Award	No Limit	No Limit
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*Applies to dismissals where the effective date of termination falls on or after 6 April 2024.

**Applies to dismissals where the "relevant date" falls on or after 6 April 2024.

All figures are subject to change every year.

Howes Percival LLP Employment Team

Our employment law specialists provide comprehensive, practical and commercial legal advice in all areas of employment law and HR related work and representation at Employment Tribunals.

Employment Rights

Qualifying Period	1 Day
<ul style="list-style-type: none"> Protection against unfair dismissal for various reasons including: <ul style="list-style-type: none"> Pregnancy/childbirth/maternity, and maternity, paternity, adoption, shared parental, parental bereavement or dependant care leave Undertaking activities aimed at improving health and safety Assertion of rights under Working Time Regulations Performance of functions as employee representative Making a protected disclosure Assertion of statutory rights, including right to National Minimum Wage and right to certain tax credits Trade union reason Part-time worker or fixed term employee status 	

- 52 Weeks' maternity or adoption leave for employees regardless of their length of service
- Protection against discrimination on grounds of sex, race, religion or belief, sexual orientation, disability, age, gender reassignment, marriage and civil partnership, pregnancy and maternity
- A written statement of particulars of employment to be issued to all 'workers'
- Right to request flexible working

Qualifying Period	1 Month
<ul style="list-style-type: none"> At least one week's notice of termination of contract Guarantee payment in case of lack of work Payment of salary during suspension on medical grounds for health and safety reasons Right not to be dismissed on medical grounds for health and safety reasons 	

Qualifying Period	26 Weeks
<ul style="list-style-type: none"> Two weeks' paid paternity leave within 52 weeks of birth or adoption Six weeks' maternity or adoption pay at 90% of employee's salary and 33 weeks at the standard SMP/SAP rates 39 weeks' Shared Parental Pay (less any weeks of SMP, MA or SAP) Right to request time off to train (where employer has 250 or more employees) 	

Qualifying Period	2 Years
<ul style="list-style-type: none"> Right to receive a statutory redundancy payment Protection from ordinary unfair dismissal (i.e. for reasons other than those listed above) 	



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