

Statutory Payments 2026

National Minimum Wage

Age	From 1st April 2026
16 - 17	£8.00 per hour
18 - 20	£10.85 per hour
Apprenticeship Rate*	£8.00 per hour

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

National Living Wage

Age	From 1st April 2026
21+	£12.71 per hour

Family Friendly Pay Rates

Statutory Pay	From 6th April 2026
Maternity, Paternity, Adoption, Shared Parental, Parental Bereavement, Neonatal Care	£194.32 per week

Sick Pay Rates

Statutory Pay	From 6th April 2026
Sick Pay**	£123.25 per week

Guarantee Pay Rates

Pay	From 6th April 2026
Limit on guarantee payment	£205 per week*

*£41 per day, subject to a maximum of 5 days in any 3 months.

** SSP is now payable from the first day of sickness.

The Limits 2026

The limits applicable to certain Employment Tribunal awards from 6th April 2026.

Employment Right

Maximum Award

Unfair Dismissal

Basic Award	£22,530*
Compensatory Award***	£123,543*

Redundancy Pay

Limit on week's pay for calculation purposes (Where applicable)	£751*
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Discrimination

Financial Loss	No Limit
Injury To Feelings:	
Lower Band	£12,600
Middle Band	£37,700
Upper Band	£62,900
Exceptional Cases	No Limit

Applies to claims presented on or after 6th April 2026.

Breach Of Contract Claim/ Wrongful Dismissal

£25,000

(Employment Tribunal claims)

Dismissal For Whistle Blowing (Protected Disclosure)

Compensatory Award	No Limit
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* Applies to dismissals where the effective date of termination falls on or after 6th April 2026.

** Applies to dismissals where the "relevant date" falls on or after 6th April 2026.

*** The cap on compensatory awards is due to be removed. We anticipate this to take effect in or around January 2027.

All figures are subject to change every year.

Employment Rights 2026

Qualifying Period

1 Day

- Protection against unfair dismissal for various reasons including:
 - Pregnancy/childbirth/maternity, and maternity, paternity, adoption, shared parental, parental bereavement, neonatal care 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
- Up to 12 weeks' neonatal care leave (within 68 weeks of birth or adoption)
- 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
- Two weeks' paternity leave within 52 weeks of birth or adoption
- Up to 18 weeks' unpaid parental leave
- Up to 52 weeks' unpaid bereaved partner's paternity leave
- Two weeks' parental bereavement leave

Qualifying Period

1 Month

- 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

- Two weeks' paternity pay
- 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)
- Up to 12 weeks' neonatal care pay at standard statutory rate (or 90% of employee's salary if lower)
- Right to request time off to train (where employer has 250 or more employees)
- Two weeks' parental bereavement pay

Qualifying Period

2 Years

- Right to receive a statutory redundancy payment
- Protection from ordinary unfair dismissal* (i.e. for reasons other than those listed above)

* Note: Qualifying period due to change to 6 months in January 2027.

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