

Employment Law Facts & Figures **2025**

Statutory Payments

National Minimum Wage

Age	Old amount	From 1st April 2025
16 - 17	£6.40 per hour	£7.55 per hour
18 - 20	£8.60 per hour	£10.00 per hour
Apprenticeship Rate*	£6.40 per hour	£7.55 per hour

*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 2025
21+	£11.44 per hour	£12.21 per hour

Family Friendly Pay Rates

Statutory Pay	Old amount	From 6th April 2025
Maternity	£184.03 per week	£187.18 per week
Paternity	£184.03 per week	£187.18 per week
Adoption	£184.03 per week	£187.18 per week
Shared Parental	£184.03 per week	£187.18 per week
Parental Bereavement	£184.03 per week	£187.18 per week
Neonatal Care	N/A	£187.18 per week

Sick Pay Rates

Statutory Pay	Old amount	From 6th April 2025
Sick Pay	£116.75 per week	£118.75 per week

Guarantee Pay Rates

Pay	Old amount	From 6th April 2025
Limit on amount of guarantee payment payable to an employee in respect of any day	£190*	£195**

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

**£39 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 6th April 2025.

Employment Right	Maximum Award	
	Old amount	New amount
Unfair Dismissal		
Basic Award	£21,000	£21,570*
Compensatory Award	£115,115	£118,223*
Redundancy Pay		
Limit on week's pay for calculation purposes (Where applicable)	£21,000 £700	£21,570** £719*
Discrimination		
Financial Loss	No Limit	No Limit
Injury To Feelings:		
Lower Band	£11,700	£12,100
Middle Band	£35,200	£36,400
Upper Band	£58,700	£60,700
Exceptional Cases	No Limit	No Limit

Applies to claims presented on or after 6th April 2025.

Breach Of Contract Claim/ Wrongful Dismissal (Employment Tribunal claims)	£25,000	£25,000
Dismissal For Whistle Blowing (Protected Disclosure)		
Compensatory Award	No Limit	No Limit

*Applies to dismissals where the effective date of termination falls on or after 6th April 2025.

**Applies to dismissals where the "relevant date" falls on or after 6th April 2025.

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, neonatal care or dependant care leaveUndertaking activities aimed at improving health and safetyAssertion of rights under Working Time RegulationsPerformance of functions as employee representativeMaking a protected disclosureAssertion of statutory rights, including right to National Minimum Wage and right to certain tax creditsTrade union reasonPart-time worker or fixed term employee status52 weeks' maternity or adoption leave for employees regardless of their length of serviceUp to 12 weeks' neonatal care leave for employees regardless of their length of service, taken within 68 weeks of birth or adoptionProtection against discrimination on grounds of sex, race, religion or belief, sexual orientation, disability, age, gender reassignment, marriage and civil partnership, pregnancy and maternityA 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 contractGuarantee payment in case of lack of workPayment of salary during suspension on medical grounds for health and safety reasonsRight 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 adoptionSix weeks' maternity or adoption pay at 90% of employee's salary and 33 weeks at the standard SMP/SAP rates39 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)	

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



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