



## Employment Law Facts and Figures 2024

### Statutory payments for time off work

Each Week	2023	2024
Maternity/adoption pay prescribed rate (max)	£172.48	£184.03
Paternity pay (max)	£172.48	£184.03
Shared parental pay (max)	£172.48	£184.03
Sick pay	£109.40	£116.75
Lower earnings limit	£123	£123

### Compensation Limits

(Maximum unless stated)	2023	2024
Week's pay	£643	£700
Statutory redundancy payment: up to 30 week's pay	£19,290	£21,000
Unfair dismissal basic award: up to 30 week's pay	£19,290	£21,000
Unfair dismissal compensatory award *	£105,707	£115,115
Automatically unfair dismissal basic award (min)**	£7,836	£8,533
Blacklisted employee unfair dismissal award (min)	£5,000	
Failure to reinstate or re-engage: 26 to 52 week's pay	£16,718 to £33,436	£18,200 to £36,400
Breach of right to be accompanied : up to 2 week's pay	£1,286	£1,400
Breach of flexible working regulations: up to 8 week's pay	£5,144	£5,600
Failure to give written particulars of employment: 2 or 4 week's pay	£1,286 to £2,572	£1,400 to £2,800
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)	£35	£38
Guarantee payment (in any 3 months)	£175	

### National Minimum Wage and National Living Wage

Apr 2023 rates		April 2024 rates	
Apprentices †	£5.28	Apprentices †	£6.40
Age 16-17	£5.28	Age 16-17	£6.40
Age 18-20	£7.49	Age 18-20	£8.60
Age 21-22††	£10.18	Age 21-22	£11.44
National Living wage (Age 21+)	£10.42	National Living wage (Age 21+)	£11.44

### Payments on Insolvency

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

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

†† National living wage now applies to those 21 and above (formerly 23)

\* Maximum compensatory award is lower of statutory limit or 52 week's actual gross pay at 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).

These facts & figures were correct at publication on 08 April 2024 and may be subject to change. They are for guidance only and do not constitute legal or professional advice. Readers should not act on the basis of the information included. For further information please contact us at [hello@dixcartuk.com](mailto:hello@dixcartuk.com).