



DIXCART
LEGAL

Employment Law Facts and Figures 2025

Statutory payments for time off work

Each Week	April 2024	April 2025
Maternity/adoption pay prescribed rate (max)	£184.03	£187.18
Paternity pay (max)	£184.03	£187.18
Shared parental pay (max)	£184.03	£187.18
Neonatal care pay (max)	-	£187.18
Sick pay	£116.75	£118.75
Lower earnings limit	£123	£125

Compensation Limits

(Maximum unless stated)	April 2024	April 2025
Week's pay	£700	£719
Statutory redundancy payment: up to 30 week's pay	£21,000	£21,570
Unfair dismissal basic award: up to 30 week's pay	£21,000	£21,570
Unfair dismissal compensatory award *	£115,115	£118,223
Automatically unfair dismissal basic award (min)**	£8,533	£8,763
Blacklisted employee unfair dismissal award (min)	£5,000	£5,000
Failure to reinstate or re-engage: 26 to 52 week's pay	£18,200 to £36,400	£18,200 to £37,388
Breach of right to be accompanied : up to 2 week's pay	£1,400	£1,438
Breach of flexible working regulations: up to 8 week's pay	£5,600	£5,752
Failure to give written particulars of employment: 2 or 4 week's pay	£1,400 to £2,800	£1,438 to £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 3 months)	£190	£195

National Minimum Wage and National Living Wage

Hourly	April 2024	April 2025
Apprentices [†]	£6.40	£7.55
Age 16-17	£6.40	£7.55
Age 18-20	£8.60	£10.00
Age 21+	£11.44	£12.21

Payments on Insolvency

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

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

* 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 22 April 2025 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.

Dixcart House, Addlestone Road Bourne Business Park, Addlestone Surrey, KT15 2LE Tel: ☎ +44 (0)333 122 0010 ✉ hello@dixcartuk.com 🌐 dixcartuk.com