

Compensation limits from 6 April 2025

Complaint	Maximum award
Discrimination Injury to feelings award	Vento Bands Lower band £1200 - £12,100 Middle band £12,100 - £36,400 Upper band £36,400 - £60,700**
Unfair dismissal: - Basic award week's pay - Basic award - Compensatory award	£719 £21,000 £118,223*
Additional award for failure to reinstate	26 to 52 weeks' pay
A weeks' pay used to calculate basic awards and statutory redundancy payments	£719
Statutory redundancy pay	£21,000
Dismissal for union or employee representative or pension trustee reasons: - Basic award - Compensatory award	£21,570 (minimum £8,763) £118,223*
Dismissal for health and safety reasons: - Basic award - Compensatory award	£21,570 (minimum £8,763) Unlimited
Dismissal for making a protected disclosure: - Basic award - Compensation award	£21,570 (minimum £8,763) Unlimited
Contract claims	£25,000 in the Employment Tribunal (no limit in the High or County Courts)
Failure to conduct collective consultation	90 days' gross pay per employee
Failure to inform or consult over a TUPE transfer	13 weeks' gross pay per employee
Breach of right to be accompanied	2 weeks' pay (up to £1,438)
Breach of flexible working regulations	£0.00 to £5,752
Failure to give a statement of employment particulars	£1,438 or £2,876 (two or four weeks' pay capped at the statutory amount)

*or 52 weeks' actual gross pay at the time of dismissal, whichever is lower

**injury to feelings - in some exceptional circumstances this can be extended

Qualifying periods and time limits

Complaint	Qualifying period	Time limit to bring claim
Discrimination	None	3 months from the date of the act complained of
Equal pay	None	6 months from the last day of employment in the Employment Tribunal (6 years from the breach in the High Court or County Court)
Written reasons for dismissal	2 years (1 year if started work before 06.04.12)	3 months starting from EDT*
Unfair dismissal	2 years (1 year if started work before 06/04/12)	3 months starting from EDT*
Automatic unfair dismissals (list not exhaustive) Pregnancy related dismissal Health and Safety related dismissal Whistle blowing dismissal	None None None	3 months starting from EDT* 3 months starting from EDT* 3 months starting from EDT*
Statutory redundancy payment	2 years	6 months from relevant date
Failure to conduct collective consultation	None	3 months starting with the date the last dismissal takes effect
Failure to pay a protective award	None	3 months starting with the last day in respect of which the complaint is made
Failure to consult under TUPE	None	3 months from the date of the transfer
Written particulars of employment	None	3 months from the date the employment ceased
Contract claim	None	3 months from EDT* in the Employment Tribunal (6 years from breach in the High Court or County Court)

*EDT means effective date of termination

Sick pay

Payment	From 6 April 2025
Statutory sick pay	£118.75 per week
Minimum Earnings Threshold	£125.00 per week

National minimum wage / Living wage

Category of worker	From 1 April 2025
Aged 21 and over (National Living Wage)	£12.21 per week
Aged 18-20	£10.00 per hour
Under 18	£7.55 per hour
Apprentice under 19 or in their first year	£7.55 per hour

Calculating statutory redundancy pay

1 1/2 week's pay	Each year in employment aged 41+
1 week's pay	Each year in employment aged 22-40
1/2 week's pay	Each year in employment aged 21 and under
Maximum week's pay	£719
Maximum number of years	Last 20 worked

Statutory minimum notice to employers

Length of employment	Notice required
Under 1 month	No statutory notice requirement
1 month or more	1 week

Statutory minimum notice to employees

Length of employment	Notice required
Under 1 month	No statutory notice requirement
1 month to 2 years	1 week
2 years to 12 years	1 week for each completed year of employment
12 years or more	12 weeks (Max)

Working time Subject to some exceptions and special cases

Type of leave	Minimum amount
Paid annual leave	5.6 weeks
Rest break after 6 hours	20 minutes (30 minutes after 4.5 hours for 16-17 year olds)
Daily rest period	11 hours (12 hours for 16-17 year olds)
Weekly rest period	24 hours (48 hours for 16-17 year olds)
Maximum average working time	48 hours per week (in last 17 weeks)

Family friendly payments

	From 6 April 2025	Max period
Statutory maternity pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory maternity pay (basic rate)	£187.18 a week or 90% of normal weekly earnings if lower	33 weeks
Statutory paternity pay	£187.18 a week or 90% of normal weekly earnings if lower	2 weeks to be taken in 12 months
Statutory adoption pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory adoption pay (basic rate)	£187.18 a week or 90% of normal weekly earnings if lower	33 weeks
Shared parental pay	£187.18 a week or 90% of normal weekly earnings if lower	39 weeks less any time taken by the mother or adopter
Parental bereavement leave pay	£187.18 a week or 90% of normal weekly earnings if lower	2 weeks
Neonatal leave pay	£187.18 a week or	12 weeks
	From 7 April 2025	Max period
Maternity allowance	£187.18 a week or 90% of normal weekly earnings if lower	39 weeks

Family friendly leave

	Maximum entitlement
Statutory maternity leave	52 weeks (26 weeks ordinary and 26 weeks additional)
Statutory paternity leave	2 weeks leave
Statutory adoption leave	52 weeks (26 weeks ordinary and 26 weeks additional)
Shared parental leave	52 weeks less any time taken by the mother or adopter
Parental leave	18 weeks unpaid per child in respect of children aged under 18
Time off for dependants	“Reasonable” amount (unpaid)
Carer’s leave	1 week per 12 months

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