

EMPLOYMENT LAW

KEY FACTS APRIL 2025

| Statutory Payments | Amount | Period |
|-----------------------------|---|-------------------------------|
| Sick pay | £118.75 | 28 weeks |
| Maternity pay | 90% actual pay | 6 weeks |
| | £187.18 | 33 weeks |
| Paternity / bereavement pay | £187.18 | 1 or 2 weeks |
| Adoption pay | 90% actual pay | 6 weeks |
| | £187.18 | 33 weeks |
| Shared parental pay | £187.18 or 90% of normal weekly earnings if lower | Up to 39 weeks |
| Guarantee pay | £39 per day | 5 days in each 3-month period |

| Statutory Notice | LOS | Period |
|------------------|-------------------------|-------------------------------|
| To employer | Under 1 month's service | Nil |
| | 1 month + | 1 week |
| To employee | Under 1 month's service | Nil |
| | 1 month to 2 years | 1 week |
| | 2 to 12 years | 1 week per year of employment |
| | 12 years + | 12 weeks |

| Working Time Regulations | Period |
|------------------------------|---|
| Paid annual leave | 5.6 weeks |
| Rest breaks after 6 hours | 20 minutes (30 after 4.5 hours if aged 16-17) |
| Daily rest period | 11 hours (12 if aged 16-17) |
| Weekly rest period | 24 hours (48 if aged 16-17) |
| Maximum average working time | 48 hours per week (averaged over 17 weeks) |

| Redundancy Pay | Period / Amount |
|---|-----------------|
| Each year of employment below age of 22 | 0.5 week's pay |
| Each year of employment aged 22 – 40 | 1 week's pay |
| Each year of employment aged 41+ | 1.5 week's pay |
| Cap on 1 week's pay | £719 |
| Maximum length of service | 20 years |

| National Minimum Wage | Amount |
|------------------------|-----------------|
| Adult rate 21+ | £12.21 per hour |
| Development rate 18-20 | £10.00 per hour |
| Youth rate 16-17 | £7.55 per hour |
| Apprentice rate | £7.55 per hour |
| Accommodation offset | £10.66 per day |

| Collective consultation | Period |
|-------------------------------|-----------------|
| 100+ redundancies in 90 days | Minimum 45 days |
| 20-99 redundancies in 90 days | Minimum 30 days |

| Employment Tribunal Awards | Amount |
|---|--|
| One week's pay (cap) | £719 |
| Maximum basic award | £21,570 |
| Maximum compensatory award | Higher of £118,223 or 52 weeks' salary |
| Compensatory award for automatic unfair dismissal | Unlimited |
| Compensation for discrimination | Unlimited |
| Failure to provide terms and conditions | 2 or 4 week's pay (capped) |
| Breach of right to be accompanied | 2 week's pay (capped) |
| Breach of flexible working regulations | 8 week's pay (capped) |
| Failure to inform/consult on TUPE transfer | 13 week's pay (not capped) |
| Failure to consult collective redundancy | 90 day's pay (not capped) |
| Failure to file HR1 form (collective redundancy) | Unlimited |



CONTACT US
JANE CARROLL
T: 0161 694 7050
E: jane@solutionsforhr.co.uk