

Employment Facts & Figures Reference Guide

April 2026 – April 2027

worknest

Facts and figures



Employment Tribunal compensation limits

Complaint	Maximum award (from 6 April 2026)
Discrimination	Unlimited
Unfair dismissal:	
• Basic award	£22,530
• Compensatory award	£123,543 (unlimited in certain circumstances) (cap to be removed on 1 January 2027)
• Additional award	26 to 52 weeks' pay (£19,526 – £39,052)
A week's pay used to calculate basic awards and statutory redundancy payments	£751
Statutory redundancy pay	£22,530
Refusal of employment on union membership grounds	£123,543
Inducements relating to union activities or collective bargaining	£5,993 (mandatory amount)
Dismissal for union or employee representative or pension trustee reasons:	
• Basic award	£22,530 (minimum £9,157)
• Compensatory award	£123,543 (cap to be removed on 1 January 2027)
Dismissal for any of the following:	
• Trade union membership or activities	
• Carrying out activities as a health and safety representative	
• Carrying out functions as a workforce representative	
• Carrying out duties as an occupational pension scheme trustee	
• Carrying out functions or activities as an employee representative	
• Basic award	£22,530 (minimum £9,157)
• Compensatory award	The lower of the claimant's gross annual salary or £123,543 (unlimited for health and safety) (cap to be removed on 1 January 2027)

Dismissal for making a protected disclosure:	
• Basic award	£22,530
• Compensatory award	No limit
Detrimental treatment for making a protected disclosure	No limit
Contract claims	£25,000 in the Employment Tribunal (no limit in the High or County Courts)
Failure to conduct collective consultation	180 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 £1,502)
Breach of flexible working regulations	8 weeks' pay (up to £6,008)
Failure to give statement of employment particulars	2 weeks' pay (up to £1,502) – 4 weeks' pay (up to £3,004)
Guarantee pay if no work is provided	£41 per day up to a maximum of £205 in respect of 5 days in any 3-month period
Limit on amount of compensatory award for failure to allocate and pay tips fairly	£5,366
Failure to have written tips, gratuities and service charge policy, or failure to create a record of how they have been dealt with	£5,366

Vento bands for injury to feelings and psychiatric injury

Band	Compensation range (applies to ET claims presented on or after 6 April 2025)
Lower band (less serious cases, i.e. one-off incidents or less serious forms of discrimination or harassment)	£1,200 – £12,100
Middle band (cases that do not merit an award in the upper band, i.e. more prolonged or serious instances of discrimination or harassment)	£12,100 – £36,400
Upper band (the most serious cases, i.e. those involving particularly egregious or prolonged forms of discrimination or harassment)	£36,400 – £60,700

NB: In respect of claims presented in Scotland, the bands remain subject to paragraph 12 of the Presidential Guidance issued on 5 September 2017.

National Minimum Wage / Living Wage

Category of worker	From 1 April 2025	From 1 April 2026
Aged 21 and over (NLW*)	£12.21 per hour	£12.71 per hour
Aged 18-20	£10 per hour	£10.85 per hour
Aged 16-17	£7.55 per hour	£8 per hour
Apprentice	£7.55 per hour	£8 per hour
Accommodation Offset	£10.66 per day / £74.62 per week	£11.10 per day / £77.70 per week
Agricultural workers Scotland	£11.44 per hour	£12.71 per hour

Calculating statutory redundancy pay

1 1/2 weeks' pay for every full year of continuous service	Each year in employment aged 41+
1 week's pay for every full year of continuous service	Each year in employment aged 22-40
1/2 week's pay for every full year of continuous service	Each year in employment aged 21 and under
Maximum week's pay	£751 (from 6 April 2026)
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

Working time

Subject to some exceptions and special cases.

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

Sick pay

Payment	From 6 April 2025	From 6 April 2026
Statutory sick pay (SSP)	£118.75 per week	£123.75 per week (from 6 April 2026, the three-day waiting period for SSP is abolished so that SSP will be payable from the first day of sickness absence)
Minimum average weekly earnings required to qualify for SSP	£125 per week	From 6 April 2026, the minimum average weekly earnings requirement for SSP in the UK is to be removed entirely, meaning all employed earners, including low-paid and zero-hour workers, will qualify. Employees will get either the flat weekly SSP rate or 80% of their normal weekly earnings, whichever is lower.

Family-friendly payments

	From 6 April 2025	From 6 April 2026	Max period
Statutory maternity pay (higher rate)	90% of normal weekly earnings	90% of normal weekly earnings	6 weeks
Statutory maternity pay (basic rate)	£187.18 a week or 90% of normal weekly earnings if lower	£194.32 a week or 90% of normal weekly earnings if lower (from 5 April 2026)	33 weeks
Statutory paternity pay	£187.18 a week or 90% of normal weekly earnings if lower	£194.32 a week or 90% of normal weekly earnings if lower	2 weeks
Statutory adoption pay (higher rate)	90% of normal weekly earnings	90% of normal weekly earnings	6 weeks
Statutory adoption pay (basic rate)	£187.18 a week or 90% of normal weekly earnings if lower	£194.32 a week or 90% of normal weekly earnings if lower	33 weeks
Statutory shared parental pay	£187.18 a week or 90% of normal weekly earnings if lower	£194.32 a week or 90% of normal weekly earnings if lower	39 weeks less any time taken by the mother or adopter
Statutory parental bereavement pay	£187.18 a week or 90% of normal weekly earnings if lower	£194.32 a week or 90% of normal weekly earnings if lower	2 weeks
Statutory neonatal care pay	N/A	£194.32 a week or 90% of normal weekly earnings if lower	12 weeks
	From 11 April 2025	From 6 April 2026	Max period
Maternity allowance	£187.18 a week or 90% of normal weekly earnings if lower	£194.32 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
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 (from 6 April 2024)	1 week in each rolling 12-month period (unpaid)
Neonatal care leave (from 6 April 2025)	12 weeks (to be used within 68 weeks of birth)
Bereaved partner's paternity leave (from 6 April 2026)	Up to 52 weeks after birth/adoption placement (unpaid)



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