



Fact Sheet

Please find below a summary of the payments for time off work and the key compensation limits for 2024/2025. Unless otherwise stated, these rates are effective from 6 April 2024.

Type of payment	6 April 2024 to 5 April 2025 rate
National Minimum Wage (applicable from 1 April 2023)	£11.44 (for employees aged 21 years+)* £8.60 (for employees aged 18 - 20) £6.40 (for employees aged under 18) £6.40 (apprentice) £9.99 per day (accommodation offset) *The age at which a worker qualifies to NMW has been reduced from 23 to 21
Statutory Maternity Pay (SMP) - weekly rate for first 6 weeks	90% of the employee's normal weekly earnings
SMP - prescribed weekly rate for the remaining 33 weeks (applicable from 7 April 2024)	£184.03 or 90% of the employee's normal weekly earnings, whichever is lower
Statutory Paternity Pay (SPP) - prescribed weekly rate (applicable from 7 April 2024)	£184.03 or 90% of the employee's normal weekly earnings, whichever is lower
Statutory Adoption Pay (SAP) - weekly rate for the first 6 weeks	90% of employee's normal weekly earnings
SAP - prescribed weekly rate for remaining 33 weeks (applicable from 7 April 2024)	£184.03 or 90% of the employee's normal weekly earnings, whichever is lower
Statutory Shared Parental Pay (ShPP) - prescribed weekly rate (applicable from 7 April 2024)	£184.03 or 90% of the employee's normal weekly earnings, whichever is lower
Statutory Sick Pay (SSP)	£116.75 per week

Compensation limits for Employment Tribunal awards	6 April 2024 to 5 April 2025 rate
Weeks' gross pay	£700
Unfair dismissal basic award (and maximum statutory redundancy pay)	£21,000
Unfair dismissal maximum compensatory award	£115,115 or 52 weeks gross salary, whichever is lower

This update is of a general nature and is not a substitute for professional advice.

No responsibility can be accepted for the consequences of any action taken or refrained from as a result of what is said.