

# Excello Law

Employment Data 2025



### Employment Tribunal Awards from April 2025

Maximum unfair dismissal compensatory award (or 1 year gross salary if lower)	£118,223
Maximum unfair dismissal basic award	£21,570
Statutory limit on a week's pay (previously £700)	£719
Maximum statutory redundancy pay	£21,570
Minimum basic award: certain unfair dismissals for trade union membership or activities; health and safety duties; pension scheme trustee duties; acting as employee representative, etc.	£8,763
Additional award for failing to reinstate/re-engage	£18,694 - £37,388 (26-52 weeks)
Refusal of right to be accompanied (max)	£1,438
Flexible working requests (max)	£5,752
Failure to collectively consult redundancy	Up to 90 days' gross pay
Failure to inform/consult TUPE transfers	Up to 13 weeks' gross pay
Failure to provide written particulars of employment	£1,438 - £2,876 (2-4 weeks)
Discrimination - injury to feelings (dependent on seriousness and unless exceptional) for claims presented after 6 April 2025	Band 1: £1,200 –12,100 Band 2: £12,100 –36,400 Band 3: £36,400 –60,700
Maximum contractual claims in the Employment Tribunal	£25,000

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### Statutory Pay Rates from 6 April 2025

	Per Week
Statutory maternity/adoption pay First 6 weeks	90% of average earnings
Next 33 weeks (or 90% if lower)	£184.03
Shared parental leave pay (max. 39 weeks or 90% if lower)	£187.18
Neo-natal pay (12 weeks)	£187.18
Statutory paternity pay (2 weeks) (or 90% if lower)	£187.18
Parental bereavement pay (2 weeks)	£187.18
Statutory sick pay (per week)	£118.75
Guarantee pay (per day) (Max 5 days or £195 in 3 months)	£39.00

### Employee Insolvency Payment Claims from Secretary of State (max)

Arrears of pay	£5,752 (8 weeks)
Statutory notice pay	£8,628 (12 weeks)
Holiday pay	£4,314 (6 weeks)
Statutory redundancy pay or basic award	£21,570 (30 weeks)

### National Minimum Wage Rates (1st April)

	April 2024	April 2025
National living wage age 21+	£11.44 ph	£12.21 ph
Age 18-20	£8.60 ph	£10.00 ph
Age 16-17	£6.40 ph	£7.55 ph
Apprentice (under 19 or in first year)	£6.40 ph	£7.55 ph
Accommodation offset limit (per day)	£9.99	£10.66

NB April 2024 the age limits changed

# David Greenhalgh

## Employment Partner

110 Bishopsgate  
London  
EC2N 4AY

t: +44 (0)845 257 9449

m: +44 (0)798 479 4162

e: [dgreenhalgh@excellolaw.co.uk](mailto:dgreenhalgh@excellolaw.co.uk)

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