

RATES CHART as at April 2024

RATE	As at April 2024
National Minimum Wage (hourly)	
<ul style="list-style-type: none"> • 18-20 years old • Under 18 • apprentice 	£8.60 £6.40 £6.40
National Living Wage (hourly) (now applies to aged 21+)	£11.44
Voluntary "real" Living Wage (aged 18+)	UK £12, London £13.15
Lower Earnings Limit	£123 pw
Statutory Sick Pay	£116.75 pw
Statutory Maternity/Paternity/Adoption/Shared Parental/Bereavement	£184.03 pw
Basic Award	£700 max gross pw Max 30 weeks
Compensatory Award (Maximum whichever is lower)	No limit on weeks' pay Max £105,707, or one year's gross pay
Additional Award - failure to reinstate	£700 max gross pw Between 26 and 52 weeks
Automatic unfair dismissals¹	
<ul style="list-style-type: none"> • Basic Award • Compensatory Award 	£700 max gross pw Max 30 weeks Unlimited
Statutory Redundancy Pay	£700 max gross pw Max 30 weeks
Refusal of right to be accompanied	£700 max gross pw Max two weeks
Failure re redundancy collective consultation	No limit on weeks' pay Max 90 days
Failure to inform/consult on TUPE	No limit on weeks' pay Max 13 weeks
Breach of Flexible Working Regulations	£700 max gross pw Max eight weeks
Discrimination – loss of earnings Discrimination – injury to feelings	Unlimited Lower: £1,100 to £11,200 Middle: £11,200 to £33,700 Higher: £33,700 to £56,200
Breach of contract in tribunal (unlimited in civil courts)	Max £25,000
Faulty or no written statement of particulars of employment	£700 max gross pw Between 2 and 4 weeks
Guaranteed payment (where laid off or put on short time working)	£38 per day. Max 5 days or £190 in any 3 months

¹ for example dismissals for TU or H&S reasons, Pension reps, Employee reps, Whistleblowing, TUPE