

Employment Rates 2024-2025



For help or advice on employment issues within the travel industry, contact Ami Naru.



0113 258 0033
ami@travlaw.co.uk

National Minimum Wage and National Living Wage

(hourly)	1 April 23	1 April 24
Apprentices	£5.28	£6.40
Age 16-17	£5.28	£6.40
Age 18-20	£7.49	£8.60
National Living Wage (Age 21+)	£10.42	£11.44

Statutory payments for time off work

(each week)	April 23	April 24
Maternity/adoption pay prescribed rate (max)	£172.48	£184.03
Paternity Pay (max)	£172.48	£184.03
Shared Parental Pay	£172.48	£184.03
Sick Pay	£109.40	£116.75
Lower Earning Limit	£123	£123

Compensation Limits

(Maximum unless stated)	6 April 23	6 April 24
Week's Pay	£643	£700
Statutory redundancy payment: up to 30 weeks' pay	£19,290	£21,000
Unfair dismissal basic award: up to 30 weeks' pay	£19,290	£21,000
Unfair dismissal compensatory award	£105,707	£115,115
Automatically unfair dismissal basic award (min)	£7,836	£8,533
Blacklisted employee unfair dismissal basic award (min)	£5,000	£5,000
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£16,718 to £33,436	£18,200 to £36,400
Breach of right to be accompanied: up to 2 weeks' pay	£1,286	£1,400
Breach of flexible working regulations: up to 8 weeks' pay	£5,144	£5,600
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,286 to £2,572	£1,400 to £2,800
Breach of contract claim in employment tribunal	£25,000	£25,000
Failure to inform or consult: collective redundancy	90 days' pay	90 days' pay
Failure to inform or consult: TUPE transfer	13 weeks' pay	13 weeks' pay
Guarantee payment (each day)	£35	£38
Guarantee payment (in any 3 months)	£175	£190