Employment Law Facts & Figures 2024

Statutory Payments

	National Minimum Wage	
Age	Old amount	From 1st April 2024
16 - 17 18 - 20 Apprenticeship Rate* 21 - 22	£5.28 per hour £7.49 per hour £5.28 per hour £10.18 per hour	£6.40 per hour £8.60 per hour £6.40 per hour National Living Wage

*Applies to apprentices under 19 years old or over 19 but in first year of apprenticeship.

	National Living Wage	
Age	Old amount	From 1st April 2024
21+	£10.42 per hour*	£11.44 per hour
	*Previously for age 23+	

Family Friendly Pay Rates		
Statutory Pay	Old amount	From 7th April 2024
Maternity Paternity Adoption Shared Parental Parental Bereavement	£172.48 per week £172.48 per week £172.48 per week £172.48 per week £172.48 per week	£184.03 per week £184.03 per week £184.03 per week £184.03 per week £184.03 per week

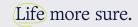
	Sick Pay Rates	
Statutory Pay	Old amount	From 7th April 2024
Sick Pay	£109.40 per week	£116.75 per week

	Guarantee Pay Rates	
Pay	Old amount	From 6th April 2024
Limit on amount of	£175*	£190**

Limit on amount of quarantee payment payable to an employee in respect of any day

*£35 per day, subject to a maximum of 5 days in any period of 3 months.





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The Limits

The limits applicable to certain Employment Tribunal awards from 6 April 2024.

	Old amount	New amount
Unfair Dismissal		
Unfair Dismissai		
Basic Award	£19,290	£21,000*
Compensatory Award	£105,707	£115,115*
Redundancy Pay	£19,290	£21,000**
Limit on week's pay for	£643	£700*
calculation purposes		
(Where applicable)		
Discrimination		
Financial Loss	No Limit	No Limit
Injury To Feelings:	J Lillie	140 Little
Lower Band	£11,200	£11,700
Middle Band	£33,700	£35,200
Upper Band	£56,200	£58,700
Exceptional Cases	No Limit	No Limit
Applies to claims presented on or after 6 A	pril 2024.	
Breach Of Contract Claim/	£25,000	£25,000
Wrongful Dismissal (Employment Tribunal claims)		
District P		
Dismissal For		
Whistle Blowing		
(Protected Disclosure)		
Compensatory Award	No Limit	No Limit
*Applies to dismissals where the effective of	date of termination fal	ls on or after 6 April 2024.
**Applies to dismissals where the "relevant	date" falls on or after	6 April 2024.
All figures are subject to change every year	r.	

legal advice in all areas of employment law and HR related work and representation at Employment Tribunals.

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Manchester

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Employment Rights

Qualifying Period

- · Protection against unfair dismissal for various reasons including:
 - Pregnancy/childbirth/maternity, and maternity, paternity, adoption, shared parental, parental bereavement or dependant care leave
 - Undertaking activities aimed at improving health and safety
 - Assertion of rights under Working Time Regulations
 - Performance of functions as employee representative
 - Making a protected disclosure
 - Assertion of statutory rights, including right to National Minimum Wage and right to certain tax credits
 - Trade union reason
 - Part-time worker or fixed term employee status
- 52 Weeks' maternity or adoption leave for employees regardless of their length of service
- Protection against discrimination on grounds of sex, race, religion or belief, sexual orientation, disability, age, gender reassignment, marriage and civil partnership, pregnancy and maternity
- A written statement of particulars of employment to be issued to all 'workers'
- Right to request flexible working

Qualifying Period

1 Month

- At least one week's notice of termination of contract
- Guarantee payment in case of lack of work
- Payment of salary during suspension on medical grounds for health and safety reasons
- Right not to be dismissed on medical grounds for health and safety reasons

Qualifying Period

26 Weeks

- Two weeks' paid paternity leave within 52 weeks of birth or adoption
- Six weeks' maternity or adoption pay at 90% of employee's salary and 33 weeks at the standard SMP/SAP rates
- 39 weeks' Shared Parental Pay (less any weeks of SMP, MA or SAP)
- Right to request time off to train (where employer has 250 or more employees)

Qualifying Period

2 Years

- · Right to receive a statutory redundancy payment
- Protection from ordinary unfair dismissal (i.e. for reasons other than those listed above)

Milton Keynes

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general guide only. You should take appropriate legal advice before taking or refraining from taking any action.

^{**£38} per day, subject to a maximum of 5 days in any period of 3 months.