

EMPLOYMENT RATES AND LIMITS: APRIL 2026

Compensation limits

	Maximum award (unless stated)
Unfair Dismissal	
Basic award	£22,530
Compensatory award*	£123,543*
Additional award: Failure to reinstate or re-engage	£19,526-£39,052 (26-52 weeks' pay)
Automatically unfair dismissal**	£9,157 (min.) £22,530 (max.)
Blacklisted employee	£5,000 (min.) £22,530 (max.)

Redundancy

Statutory redundancy pay	£22,530
Protective award (collective redundancy)	180 days' pay***
Guarantee payment	£41 (each day) £205 (5 days in any period of 3 months)

TUPE

Failure to inform or consult	13 weeks' pay***
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Trade Unions

Unlawful inducements	£5,993 (mandatory)
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Discrimination

Compensation	No limit
Injury to feelings: Lower <i>Vento</i> band	£1,300 – £12,600****
Middle <i>Vento</i> band	£12,600 – £37,700****
Higher <i>Vento</i> band	£37,700 – £62,900****
Exceptional cases	Over £62,900****

Contract of Employment

Breach of contract claim in employment tribunal	£25,000
Failure to give written particulars of employment	£1,502 or £3,004 (2 or 4 weeks' pay)

Other

Week's pay	£751
Breach of right to be accompanied	£1,502 (2 weeks' pay)
Breach of flexible working regulations	£6,008 (8 weeks' pay)
Breach of requirements on allocation of tips	£5,366
Whistleblowing: detriment claims	No limit

* Or, if lower, 52 weeks' actual gross pay. No limit where reason for dismissal is whistleblowing or carrying out health and safety activities. Limit can be exceeded on failure to comply with reinstatement/reorganisation order. Limit expected to be removed from 1 Jan 2027 under ERA 2025.

** Dismissals for reason of trade union membership or activities, or acting as a health and safety rep, employee rep, workforce rep or pension scheme trustee, or refusal to comply with breach of WTR.

*** Actual gross pay (limit on a week's pay does not apply).

**** Based on [ET Presidential Guidance \(March 2026\)](#).

Income tax and National Insurance

Income tax

Personal allowance*	£12,570*
Income tax: taxable bands after deduction of personal allowance	
Basic rate (20%)	£0-£37,700
Higher rate (40%)	£37,701-£125,140
Additional rate (45%)	Over £125,140

National Insurance Contributions

Lower earnings limit (per week)	£129
Primary threshold (per week)	£242
Secondary threshold (per week)	£96
Upper earnings limit (per week)	£967
Employees' rate (primary class I contributions) (per week)	8% of earnings between £242 and £967
	2% of earnings above £967
Employers' rate (secondary class I contributions)	15% of earnings above secondary threshold

Other

Deemed interest rate for low interest employment-related loan	3.75%
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* Personal allowance goes down by £1 for every £2 that adjusted net income is above £100,000 (so no personal allowance if income is £125,140 or above).

National Minimum / Living Wage

Type	Hourly rate
National Living Wage (age 21+)	£12.71
Age 18-20	£10.85
Age 16-17	£8
Apprentices*	£8
Accommodation offset limit (max. daily deduction)	£11.10

* If under 19 or in first year of apprenticeship (otherwise refer to age bands).

Time limits and qualifying periods

	Time limit	Qualifying period
General – these apply to all claims unless otherwise stated below	3 months (less one day) from date of act to which claim relates. (Expected to increase to 6 months from October 2026 under ERA 2025.) Time limit may be extended to take account of ACAS early conciliation period.	None
Unfair dismissal	3 months from effective date of termination, unless not reasonably practicable to present claim in time	2 years for ordinary unfair dismissal (expected to be reduced to 6 months from 1 Jan 2027 under ERA 2025) None for automatic unfair dismissal (see s.108 ERA 1996)
Wrongful dismissal	3 months from dismissal in Tribunal 6 years from dismissal in civil courts	None
Statutory redundancy pay	6 months from dismissal	2 years
Time off to seek alternative employment on redundancy	3 months from dismissal	2 years
Discrimination	3 months from date of act to which claim relates, or such other period as is deemed just and equitable	None
Equal pay	6 months from date of termination of the contract 6 years from date of breach in civil courts	None
Shared parental leave	3 months from date of act to which claim relates	26 weeks
Pay for family leave (SMP, SAP, SPP, ShPP, SPBP, SNCP)	3 months from date of act to which claim relates	26 weeks
Time off for study or training	3 months from date of act to which claim relates	26 weeks
Certain union-related claims (e.g. unfair dismissal for taking part in official industrial action)	6 months from date of act to which claim relates	None

Collective consultation timescales

Collective redundancy: 20-99 dismissals	Minimum 30 days consultation
Collective redundancy: 100+ dismissals	Minimum 45 days consultation
TUPE	No minimum period
Other (incl collective agreements)	As per the terms of the agreement

Statutory payments for time off work

Type of payment	Weekly rate	Maximum period
Statutory maternity pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory maternity pay (basic rate)	£194.32*	33 weeks
Maternity allowance	£194.32*	39 weeks
Statutory paternity pay	£194.32*	2 weeks
Statutory adoption pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory adoption pay (basic rate)	£194.32*	33 weeks
Statutory shared parental pay	£194.32*	37 weeks
Statutory parental bereavement pay	£194.32*	2 weeks
Statutory neonatal care pay	£194.32*	12 weeks
Statutory sick pay	£123.25**	28 weeks

*Or 90% of normal weekly earnings, if lower.

**Or 80% of normal weekly earnings, if lower.

Insolvency: maximum payments from National Insurance Fund

Type	Maximum amount
Arrears of pay (8 weeks' pay)	£6,008
Statutory notice pay (12 weeks' pay)	£9,012
Holiday pay (6 weeks' pay)	£4,506
Statutory redundancy payment or basic award (30 weeks' pay)	£22,530