



2024 RATES AND LIMITS

National Minimum Wage

From 1 April 2024

National Living Wage (age 21 and over)	£11.44 an hour
National Minimum Wage (age 18-20)	£8.60 an hour
National Minimum wage (under 18)	£6.40 an hour
National Minimum Wage (apprentice rate if under 19 or in first year of apprenticeship)	£6.40 an hour

Statutory minimum payments

From 6 April 2024

Statutory maternity and adoption pay	6 weeks at 90% of the employee's average weekly earnings or £184.03, whichever is the lower
Statutory paternity, shared parental and parental bereavement leave	Lower of £184.03 or 90% of average weekly earnings
Statutory sick pay	£116.75 a week

Statutory maximum payments

From 6 April 2024

Week's pay (for calculation of basic award and statutory redundancy payments)	£700
Statutory redundancy payment/basic award maximum	£21,000
Unfair dismissal maximum compensatory award	1 year's gross pay or £115,115, whichever is the lower

Injury to feelings awards for discrimination and whistleblowing claims

From 6 April 2024

Lower band	£1,200 to £11,700
Middle band	£11,700 to £35,200
Upper band	£35,200 to £58,700
Exceptional cases	Over £58,700