



2025 RATES AND LIMITS

Statutory minimum payments

From 1 April 2025

National Living Wage (age 21 and over)	£12.21 an hour
National Minimum Wage (age 18-20)	£10.00 an hour
National Minimum wage (under 18)	£7.55 an hour
National Minimum Wage (apprentice rate if under 19 or in first year of apprenticeship)	£7.55 an hour

Statutory minimum payments

From 6 April 2025

Statutory maternity and adoption pay	6 weeks at 90% of the employee's average weekly earnings or £187.18, whichever is the lower
Statutory paternity, shared parental and parental bereavement leave	Lower of £187.18 or 90% of average weekly earnings
Statutory sick pay	£118.75 a week

Statutory maximum payments

From 6 April 2025

Week's pay (for calculation of basic award and statutory redundancy payments)	£719
Statutory redundancy payment/basic award maximum	£21,570
Unfair dismissal maximum compensatory award	1 year's gross pay or £118,223, whichever is the lower

Injury to feelings awards for discrimination And whistleblowing claims

From 6 April 2025

Lower band	£1,200 to £12,100
Middle band	£12,100 to £36,400
Upper band	£36,400 to £60,700
Exceptional cases	Over £60,700