



2026/27 RATES AND LIMITS

Statutory minimum payments

From 1 April 2026

National Living Wage (age 21 and over)	£12.71 an hour
National Minimum Wage (age 18-20)	£10.85 an hour
National Minimum wage (under 18)	£8.00 an hour
National Minimum Wage (apprentice rate if under 19 or in first year of apprenticeship)	£8.00 an hour

Statutory minimum payments

From 6 April 2026

Statutory maternity and adoption pay	6 weeks at 90% of the employee's normal weekly earnings, then 33 weeks at the lower of 90% of the employee's normal weekly earnings or £194.32.
Statutory paternity, shared parental and parental bereavement leave, maternity allowance, and neonatal care pay	Lower of £194.32 or 90% of normal weekly earnings
Statutory sick pay	£123.25 a week

Statutory maximum payments

For dismissals on or after 6 April 2026

Week's pay (for calculation of basic award and statutory redundancy payments)	£751
Statutory redundancy payment/basic award maximum	£22,530
Unfair dismissal maximum compensatory award	1 year's gross pay or £123,543, whichever is the lower

NB: cap due to be removed from Jan 2027

Injury to feelings awards for discrimination and whistleblowing claims

From 6 April 2026

Lower band	£1,300 to £12,600
Middle band	£12,600 to £37,700
Upper band	£37,700 to £62,900
Exceptional cases	£62,900+