

Annual Leave

Entitlement	5.6 weeks' paid annual leave a year (can include bank holiday as part of annual leave).
Eligibility	Must be a worker (including agency workers, worker with irregular hours or workers on zero-hours contract).
Calculation	[number of days worked per week] x 5.6 = holiday entitlement For Example: if your employee is a part-time worker and works 3 days a week: 3 x 5.6 = 16.8 days

Employer's Statutory notice periods

Up to 2 years' employment	1 week (up to 1 month of employment, no notice is required).
More than 2 years' employment	1 week per complete year of employment up to a maximum of 12 weeks' notice.

National minimum wage	From 1 April 2024 to March 2025	From 1 April 2025 to March 2026
21+ years old (National Living Wage):	£11.44	£12.21
18-20 years old:	£8.60	£10.00
16-17 years old:	£6.40	£7.55
Apprentice rate:	£6.40	£7.55
Accommodation offset:	£9.99 per day	£10.66 per day
Statutory Sick Pay (weekly)	£116.75 (from 8 th April 2024)	£118.75 (from 6 th April 2025)

Parental leave

Type	Pay
Maternity (or Shared Parental Leave) Up to 52 weeks (39 weeks paid leave)	90% employee's average weekly earnings for first 6 weeks. The following 33 weeks are paid as below:
Paternity Leave Up to 2 weeks	£187.70 or 90% employee's average weekly earnings (whichever is lower).
Parental Bereavement Leave (if their child under 18 dies or if the employee has a still birth after 24 weeks of pregnancy) 2 weeks	Previous rate (up to 7 th April 2025): £184.03

Redundancy

Eligibility	Entitlement	Calculation
Must be an employee, working with a continuous period of employment of at least 2 years (either with one employer or multiple if transferred under TUPE).	Under the age of 22 – 0.5 weeks' gross pay Age 22 to under 41 – 1 weeks' gross pay Age 41 and older – 1.5 weeks' gross pay A week's gross pay is currently capped at £719.	The relevant entitlement multiplied by the number of complete years employed (capped at 20 years).

Example: an employee aged 32 worked for the same employer for 5 years and was made redundant. His weekly wage is £356.40. His redundancy pay would be calculated as follows: 5 x 356.40 = £1,782.00.

Compensation limits for employment claims

Qualifying periods and time limits

Breach of contract:	Failure to state particulars of employment:	Breach of right to be accompanied to a disciplinary or grievance hearing:	Breach of flexible working regulations:	Statutory right	Time limit for complaint	Qualifying period
capped at £25,000 in the Employment Tribunal	between 2 to 4 weeks' pay	up to 2 weeks' pay	maximum of 8 weeks' pay	Written reasons for dismissal	3 months starting from date of effective date of termination (EDT)	2 years
Unfair Dismissal:	Compensatory award:	Additional award for non-compliance with a reinstatement or re-engagement order:		Unfair Dismissal	3 months starting from EDT but may be extended;	2 years
Basic award:	Up to £118,223 or 52 weeks' pay (whichever is lower); Previous cap: £115,115 up to 6th April 2025.	Minimum award is 26 weeks' pay or £16,718 (whichever is lower); Maximum award is 52 weeks' pay or £33,436 (whichever is lower).		Right to statutory redundancy payment	6 months starting from EDT	2 years
Award calculated in the same way as redundancy payments detailed above, subject to a maximum of £21,570.				Wrongful Dismissal/Breach of Contract	3 months from EDT in the Employment Tribunal; 6 years from EDT in the civil courts	No qualifying period

