

# Employment- Quick Facts 2024

## National Minimum wage

Category of worker	From 1 April 2024
Apprentice	£6.40
Aged 16-17	£6.40
Aged 18-20	£8.60
Aged 21-22	£11.44
23 + (National Living Wage)	£11.44
Accommodation offset	£9.99

## Sick pay from 6 April 2024

Payment	Rate	Maximum period
Statutory sick pay	£116.75	28 weeks

## Statutory minimum notice to employers

Length of employment	Notice required
Under 1 month	No statutory notice requirement
1 month or more	1 week

## Statutory minimum notice to employees

Length of employment	Notice required
Under 1 month	No statutory notice requirement
1 month to 2 years	1 week
2 years to 12 years	1 week for each completed year of employment
12 years or more	12 weeks

## Calculating statutory redundancy pay

1½ week's pay	Each year in employment aged 41+
1 week's pay	Each year in employment aged 22-40
½ week's pay	Each year in employment aged 21 and under
Maximum week's pay	£700
Maximum number of years	Last 20 worked



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## Working time (subject to some exceptions and special cases)

Type of leave	Minimum amount
Paid annual leave	5.6 weeks
Rest break after 6 hours	20 minutes (30 minutes after 4½ hours for 16-17 year olds)
Daily rest period	11 hours (12 hours for 16-17 year olds)
Weekly rest period	24 hours for (48 hours for 16-17 year olds)
Maximum average working time	48 hours per week (in last 17 weeks)

## Family friendly payments

	From 7 April 2024	Maximum period
Statutory Maternity Pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory Maternity Pay (basic rate)	£184.03 or 90% of normal weekly earnings if lower	33 weeks
Maternity Allowance	£184.03 or 90% of normal weekly earnings if lower	39 weeks
Statutory Paternity Pay	£184.03 or 90% of normal weekly earnings if lower	2 weeks
Statutory Shared Parental Pay	£184.03 or 90% of normal weekly earnings if lower	39 weeks
Statutory Adoption Pay	As statutory maternity pay	39 weeks

## Family friendly leave

	Maximum entitlement
Statutory maternity	52 weeks (26 weeks ordinary and 26 weeks additional)
Shared parental leave	52 weeks (less any maternity/adoption leave taken)
Statutory adoption	52 weeks (26 weeks ordinary and 26 weeks additional)
Statutory paternity	2 weeks
Parental leave	18 weeks unpaid in respect of children up to their 18th birthday
Time off for dependants	Reasonable amount

## Compensation limits from 6 April 2024

Complaint	Maximum award
Discrimination	Unlimited
Unfair dismissal: • Basic award (5 April 2024) • Compensatory award	£21,000 £115,115 (or one year's salary if lower)
Additional award for failure to reinstate	26 to 52 weeks' pay (£18,200 to £36,400)
A week's pay used to calculate basic awards and statutory redundancy payments	£700
Statutory redundancy pay	£21,000
Dismissal for acting as union or employee representative or for pension trustee reasons: • Basic award • Compensatory award	£21,000 (minimum £8,533) £115,115 (or one year's salary if lower)
Dismissal for health and safety reasons: • Basic award • Compensatory award	£21,000 (minimum £8,533) No limit
Dismissal for making a protected disclosure: • Basic award • Compensatory award	£21,000 No limit
Contract claims	£25,000 in the Employment Tribunal (no limit in the High or County Courts)
Failure to conduct collective consultation	90 days' actual gross pay
Failure to inform or consult over a TUPE transfer	13 weeks' actual gross pay
Breach of right to be accompanied	2 weeks' pay (up to £1,400)
Breach of flexible working regulations	8 weeks' pay (up to £5,600)
Failure to give statement of employment particulars	£1,400 to £2,800
Guarantee pay if no work is provided	£38.00 per day up to a maximum of 5 days or £190 in any 3 month period

## Qualifying periods and time limits

Complaint	Qualifying period	Time to bring claim
Discrimination	None	3 months from the date of the act complained of
Equal pay	None	6 months from the last day of employment for claims in the Employment Tribunal (6 years from breach in the High Court or County Court)
Written reasons for dismissal	2 years	3 months starting from EDT*
Unfair dismissal	2 years	3 months starting from EDT*
Automatically unfair dismissal e.g. pregnancy, health & safety and whistleblowing	None	3 months starting from EDT*
Statutory redundancy payment	2 years	6 months from relevant date
Failure to conduct collective consultation	None	3 months starting with the date the last dismissal takes effect
Failure to consult under TUPE	None	3 months from the date of the transfer
Written particulars of employment	None	3 months from the date employment ceased
Contract claim	None	3 months from EDT* in the employment tribunal (6 months from breach in the High Court or County Court)

\*EDT – effective date of termination