

Employment fast figures 26/27

The key employment law figures at your fingertips.



National minimum wage rates

(From 1 April 2026)

Apprentices £8.00 per hour

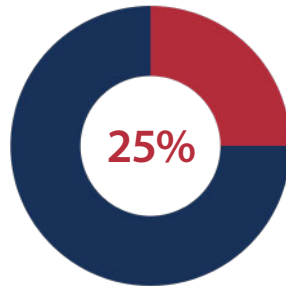
Age 16-17 £8.00 per hour

Age 18-20 £10.95 per hour

National living wage (Age 21+) £12.71 per hour

Unfair dismissal

- > **Basic award:** Maximum £22,530 (up to 30 weeks' pay)
- > **Compensatory award:** Maximum £123,543 (or 52-weeks' gross pay, whichever is lower)
- > **Automatic unfair dismissal:** £9,157



Uplift for unreasonably not complying with the ACAS code

Other limits

- > Refusal of employment on union membership grounds (maximum) = **£123,543**
- > Failure to give written particulars of employment (2 or 4 weeks' pay) = **£1,502 – £3,004**
- > Breach of right to be accompanied (up to 2 weeks' pay) = **£1,502**
- > Failure to reinstate or re-engage (26-52 weeks' pay) = **£19,526 – £39,052**
- > Blacklisted employee unfair dismissal award (minimum) = **£5,000**

Statutory pay for time off

(From 1 April 2026)

Sick pay £123.25 per week

Maternity/adoption pay prescribed rate (max) £194.32 per week

Paternity pay £194.32 per week

Shared paternal pay (max) £194.32 per week

Parental bereavement pay £194.32 per week

Neonatal care pay (max) £194.32 per week

Lower earnings limit £129 per week

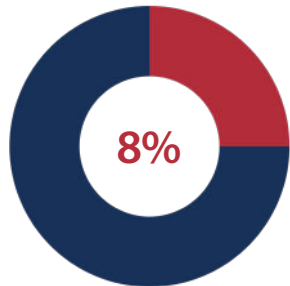
TUPE

- › Failure to inform and consult = 13 weeks' gross actual pay

Flexible working

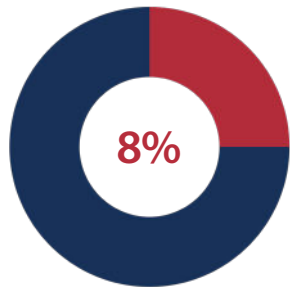
- › Breach of regulations = (maximum 8 weeks' pay) £6,008

Interest



Discrimination cases (8%)

- › **Injury to feelings:** interest runs from date of discriminatory act to date of calculation
- › **Other awards:** interest runs from the 'mid-point' date to the date of calculation



Unpaid tribunal awards (8%)

- › from the day after the tribunal decision day unless paid within 14 days

Redundancy and insolvency pay

- › Maximum statutory redundancy payment/basic award (30 weeks' pay) = **£22,530**
- › Maximum weeks' pay = **£751**
- › Protective Award (failure to inform and consult (collective)) = **up to 180 days' pay**
- › Maximum arrears of pay (8 weeks' pay) = **£6,008**
- › Statutory notice pay (12 weeks' pay) = **£9,012**
- › Holiday pay (6 weeks' pay) = **£4,506**

Discrimination – vento bands

› Lower band:

"less serious cases, such as where the act of discrimination is an isolated or one-off occurrence"

£1,300 – £12,600

› Middle band:

"serious cases, which do not merit an award in the highest band"

£12,600 – £37,700

› Higher band:

"the most serious cases, such as where there has been a lengthy campaign of discriminatory harassment"

£37,700 – £62,900

Tax bands and rates

Band	Taxable income	Tax rate
Personal allowance	up to £12,570	0%
Basic rate	£12,571 to £50,270	20%
Higher rate	£50,271 to £125,140	40%
Additional rate	Over £125,140	45%

Contact us

If you would like to discuss how these figures apply to your organisation, our employment law team would be pleased to assist.

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