

Employment Law



FACTS & FIGURES APRIL 2026



Compensation Limits from 6 April 2026 – 5 April 2026

Complaint	Maximum award
Discrimination	Unlimited
Unfair dismissal:	
– Basic award	£22,530
– Compensatory award	£123,543* (cap to be removed on 1 January 2027)
<small>*Maximum compensatory award is the lower of the statutory cap or 52 weeks' actual gross pay</small>	
Additional award for failure to comply with a reinstatement order or re-engagement order	£39,052
A week's pay used to calculate basic awards and statutory redundancy payments	£751
Statutory redundancy pay	£22,550
Breach of Flexible Working Regulations – refusal of an application for flexible working or application not properly dealt with	8 weeks' pay (subject to the statutory limit on a week's pay £5,600)
Dismissal for trade union membership or activities or employee representative or pension trustee reasons:	
– Basic award	£22,530 (minimum £9,157)
– Compensatory award	£123,543
Dismissal for health and safety reasons:	
– Basic award	£22,530 (minimum £9,157)
– Compensatory award	£123,543
Dismissal for making a protected disclosure:	
– Basic award	£22,530
– Compensatory award	No limit
Breach of Contract claims	£25,000 in the Employment Tribunal (no limit for claims in Civil Courts)

Sick Pay (sick days between 6 April 2026 – 5 April 2027)

Payment	Rate	Maximum period
Statutory sick pay	£123.25	28 weeks

Statutory Maternity Pay

Date	SMP: earning-related rate	Maximum period
From 6 April 2026	90% of employee's normal weekly earnings (higher rate)	6 weeks
From 6 April 2026	£194.32 per week or 90% of normal weekly earnings if lower (basic rate)	33 weeks

Maternity Allowance

Date	Maternity allowance (each week)	Maximum period
From 6 April 2026	£194.32 per week or 90% of normal weekly earnings if lower	39 weeks

Statutory Paternity Pay

Date	SPP: prescribed rate (each week)	Maximum period
From 6 April 2026	£194.32 per week or 90% of normal weekly earnings if lower	2 weeks

Statutory Adoption Pay

Date	SAP: prescribed rate (each week)	Maximum period
From 6 April 2026	90% of employee's normal weekly earnings (higher rate)	6 weeks
From 6 April 2026	£194.32 per week or 90% of normal weekly earnings if lower (basic rate)	33 weeks

Shared Parental Pay

Date	ShPP: prescribed rate (each week)	Maximum period
From 6 April 2026	£194.32 per week or 90% of normal weekly earnings if lower (basic rate)	39 weeks, less any weeks spent by the child's or adopter in receipt of SMP, MA or SAP

Parental Bereavement Pay

Date	SPBP: prescribed rate (each week)	Maximum period
From 6 April 2026	£194.32 per week or 90% of normal weekly earnings if lower (basic rate)	2 weeks

Neonatal Care Pay

Date	SPBP: prescribed rate (each week)	Maximum period
From 6 April 2026	£194.32 per week or 90% of normal weekly earnings if lower (basic rate)	12 weeks

National Minimum Wage and National Living Wage

Category of worker	6 April 26 – 5 April 27
Aged 21+ (national living wage)	£12.71 per hour
Aged 18-20 (inclusive)	£10.85 per hour
Aged 16-17 (young workers rate: under 18 but above compulsory school age who are not apprentices)	£8.00 per hour
Apprentice (under 19 years of age or those aged 19 and over but in the first year of their apprenticeship)	£8.00 per hour
Accommodation offset limit day (maximum daily deduction from national minimum wage)	£11.10 per day

Calculating Statutory Redundancy Payments

These rates are correct as of 6 April 2026 and subject to change from April 2027.

1 ½ 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	£751
Maximum number of years	Last 20 worked

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 service
12 years or more	12 weeks

Statutory Minimum Notice to Employers

Length of employment

Notice required

Under 1 month	No statutory notice requirement
1 month or more	1 week

Family Friendly Leave Maximum Entitlement

Statutory Maternity Leave	52 weeks (26 weeks ordinary and 26 weeks additional)
Statutory Paternity Leave	2 weeks
Statutory Adoption Leave	52 weeks (26 weeks ordinary and 26 weeks additional)
Parental Leave	18 weeks unpaid in respect of any child under the age of 18
Shared Parental Leave	52 weeks, less any time taken by other parent
Parental Bereavement Leave	2 weeks leave within first 56 weeks after death or stillbirth
Bereaved Partner's Paternity Leave	Up to 52 weeks unpaid leave, taken within first 52 weeks of child's birth or adoption
Carer's Leave	1 week's unpaid leave in a rolling 12-month period

Qualifying Periods and Time Limits

Complaint	Qualifying period	Time limit to bring claim
Discrimination complained of	None	3 months from the date of the act
Equal pay	None	6 months from the last day of employment in the Employment Tribunal (6 years from breach in the High Court or County Court)
Written reasons	2 years	3 months starting from EDT** for dismissal
Unfair dismissal	2 years (Reduced to 6 months on 1 January 2027)	3 months starting from EDT**
Automatically unfair dismissal	None	3 months starting from EDT** e.g. pregnancy, health and safety and whistleblowing.
Statutory redundancy payment	2 years	6 months from relevant date (usually when employment terminates)
Failure to conduct collective consultation	None	3 months starting with the date the last dismissal takes effect
Failure to pay protective award	None	3 months starting with the last day in respect of which the complaint is made
Failure to consult under TUPE	None	3 months from the date of the transfer
Written particulars	1 month	3 months from the date employment ceased
Contract claim by employee	None	3 months from EDT** in the Employment Tribunal (6 years from breach in High Court or County Court)

**EDT means effective date of termination

These facts and figures were correct at publication in April 2026 and may be subject to change. They are for guidance only and do not constitute legal or professional advice. Readers should not act on the basis of the information included and should take appropriate professional advice upon their own particular circumstances.

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