

## EMPLOYMENT LAW DATA SHEET – UK STATUTORY RATES AND LIMITS 2026/27

Please see below for the rates and limits applicable for 2026/27.

Please [contact us](#) if you have any queries.

### COMPENSATION LIMITS

(Maximum unless stated)	6 APRIL 2025	6 APRIL 2026
Week's pay	£719	£751
Statutory redundancy payment: up to 30 weeks' pay	£21,570	£22,530
Unfair dismissal basic award: up to 30 weeks' pay	£21,570	£22,530
Unfair dismissal compensatory award	£118,223	£123,543 *
Automatically unfair dismissal basic award (min)	£8,763	£9,157 **
Blacklisted employee unfair dismissal basic award (min)	£5,000	£5,000
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£18,694 to £37,388	£19,526 to £39,052
Breach of right to be accompanied: up to 2 weeks' pay	£1,438	£1,502
Breach of flexible working regulations: up to 8 weeks' pay	£5,752	£6,008
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,438 to £2,876	£1,502 to £3,004
Breach of contract claim in employment tribunal	£25,000	£25,000
Compensation for failure to allocate and pay tips fairly	£5,135	£5,366
Compensation for failure to comply with duties on tips policies and record-keeping	£5,135	£5,366
Failure to inform or consult: collective redundancy	90 days' pay	180 days' pay ***
Failure to inform or consult: TUPE transfer	13 weeks' pay	13 weeks' pay ***
Guarantee payment (each day)	£39	£41
Guarantee payment (in any 3 months)	£195	£205

\*The maximum award will be the lower of this number or 52 weeks' actual gross pay at the time of dismissal. This limit does not apply where the dismissal (or selection for redundancy) is for carrying out health and safety activities, whistleblowing, or amounts to unlawful discrimination. Both the £123,543 limit and the 52 week cap are expected to be removed on 1 January 2027.

\*\*Applies where dismissal is for reason of employee's trade union membership or activities, or acting as a health and safety representative, workforce or employee representative (or candidate to be such), or pension scheme trustee.

\*\*\*Uncapped actual gross pay.

### PAYMENTS ON INSOLVENCY

Maximum	6 APRIL 2025	6 APRIL 2026
Arrears of pay (8 weeks' pay)	£5,752	£6,008
Statutory notice pay (12 weeks' pay)	£8,628	£9,012
Holiday pay (6 weeks' pay)	£4,314	£4,506
Statutory redundancy payment or basic award (30 weeks' pay)	£21,570	£22,530

### STATUTORY PAYMENTS FOR TIME OFF WORK (PRESCRIBED RATES)

(Each week)	APRIL 2025	APRIL 2026	MAXIMUM PERIOD
Maternity/adoption pay (max)	£187.18	£194.32	33 Weeks *
Maternity allowance (max)	£187.18	£194.32	39 Weeks
Paternity pay (max)	£187.18	£194.32	2 Weeks
Shared parental pay (max)	£187.18	£194.32	39 Weeks **
Parental bereavement pay (max)	£187.18	£194.32	2 Weeks
Neonatal care pay (max)	£187.18	£194.32	12 Weeks
Sick pay (max)	£118.75	£123.25	28 Weeks
Lower earnings limit	£125	£129	

\*The first 6 weeks are payable at the earnings-related rate. The remaining 33 weeks are payable at the lower of the prescribed rate and the earnings-related rate.

\*\*Less any weeks spent by the child's mother or adopter in receipt of maternity/adoption pay or maternity allowance.

### NATIONAL MINIMUM WAGE AND NATIONAL LIVING WAGE

(Hourly)	APRIL 2025	APRIL 2026
National Living Wage (age 21+)	£12.21	£12.71
Age 18-20	£10.00	£10.85
Age 16-17	£7.55	£8.00
Apprentices (if in first year or aged under 19 years) *	£7.55	£8.00

Accommodation offset limit is £11.10 (daily).

\*An apprentice aged 19 or over who has been an apprentice for more than 12 months would therefore be entitled to either the Age 18-20 rate or the National Living Wage rate.

### CONTACT US

At Abbiss Cadres, employment law advice and HR consulting services are a key part of our multi-disciplinary offering to help you make the most of your people.

If you have any queries or for more information about how we can help you, please [contact us](#).