

Key Employment Figures 2026



From 1 April 2026 to 31 March 2027

National Minimum Wage (per hour)

Apprentices	£8.00
16 and 17 year olds	£8.00
18 to 20 year olds	£10.85
21 and over	National Living Wage = £12.71

For dismissals from 6 April 2026 to 5 April 2027

Maximum compensation

“A week’s pay”	£751
Statutory redundancy payment	£22,530
Basic award	£22,530
Statutory numerical cap on compensatory award (in place until 31 December 2026) ¹	£123,543

From 5 April 2026 to 4 April 2027

Payments for time off work (per week)

Statutory maternity pay ²	£194.32
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From 6 April 2026 to 5 April 2027

Payments for time off work (per week)

Statutory sick pay	£123.25 (or 80% of normal weekly earnings, if lower)
Statutory paternity / adoption / shared parental / parental bereavement / neonatal care pay ²	£194.32
Lower earnings limit (for certain family leave payments)	£129

¹ The Employment Rights Act 2025 will remove the statutory numerical cap on the unfair dismissal compensatory award. We anticipate that this will apply to dismissals on or after 1 January 2027, but Regulations will confirm this. Until this change comes in, the maximum compensatory award will be the lower of the statutory cap set out above or 52 weeks’ gross pay, if exceptions do not apply.

² This reflects the prescribed statutory rate for family leave payments. For certain types of family leave, employees will be entitled to an earnings-related rate for part of their family leave. Please seek legal advice if you are unsure which payments should be made.

For claims presented on or after 6 April 2026

Compensation for injury to feelings for discrimination	
Top band (most serious)	£37,700 to £62,900*
Middle band	£12,600 to £37,700
Lower band (less serious)	£1,300 to £12,600

*Amounts can be awarded in excess of this in exceptional cases