

# Key Employment Figures 2025



From 1 April 2025 to 31 March 2026

## National Minimum Wage (per hour)

Apprentices	£7.55
16 and 17 year olds	£7.55
18 to 20 year olds	£10.00
21 and over	National Living Wage = £12.21

From 6 April 2025 to 5 April 2026

## Maximum compensation

“A week’s pay”	£719
Statutory redundancy payment	£21,570
Basic award	£21,570
Compensatory award <sup>1</sup>	£118,223

## Payments for time off work (per week)

Lower earnings limit	£125
Statutory sick pay	£118.75
Statutory maternity / paternity / adoption / shared parental / parental bereavement / neonatal care pay	£187.18

For claims presented on or after 6 April 2025

## Compensation for injury to feelings for discrimination

Top band = most serious	£36,400 - £60,700+
Middle band	£12,100 - £36,400
Lower band = less serious	£1,200 - £12,100

<sup>1</sup> Maximum compensatory award will be the lower of this statutory cap or 52 weeks' gross pay, if exceptions do not apply