KERVIN & BARNES EMPLOYMENT LAW ESSENTIALS 21 APRIL 2026

CURRENT RATES AND LIMITS FOR HR MANAGERS AND EMPLOYEES

A guide to employment tribunal awards, tribunal fees, certain statutory payments and the time limits that apply to claims in the tribunal.

Tribunal awards: Compensation limits

Tribunal awards may be limited by legislation. The limits set out below are normally reviewed annually and changes usually take effect from February, April or October each year (depending).

Type of award/payment	Minimum	Maximum
Unfair dismissal compensatory award	No minimum	£123,543 or 52 weeks' pay, whichever is the lower (but unlimited if dismissal connected with health and safety or public interest disclosure)
Unfair dismissal basic award	No minimum	£22,530 (max. 30 weeks' pay; capped at £751 per week)
A week's pay (maximum for statutory purposes)	No minimum	£751
Unfair dismissal additional award: Failure to reinstate	£19,526 or 26 weeks' pay, whichever is lower	£39,052 or 52 weeks' pay whichever is lower
Statutory redundancy pay	No minimum	£22,530 (max. 30 weeks' pay; capped at £751 per week)
Unfair dismissal basic award where dismissal is for reason of trade union membership/activities, health & safety or employee representative activities	£9,157	£22,530
Discrimination	No minimum (arguably)	No maximum – although note Injury to Feelings *Vento* bands (£1,300 to £12,600; £12,600 to £37,700; and £37,700 to £62,900+)
Breach of right to be accompanied	No minimum	£1,502 (max. 2 weeks' pay capped at £751 per week)
Failure to inform and consult: Collective redundancies	No minimum	Up to 180 days' gross pay (uncapped)
Failure to inform and consult: TUPE transfer	No minimum	13 weeks' gross pay (uncapped)
Failure to provide written statement of terms and conditions of employment	2 weeks' pay (capped at £751 per week) i.e. £1,502	4 weeks' pay (capped at £751 per week) i.e. £3,004
Breach of flexible working request	No minimum	£6,008 (8 weeks' pay capped at £751 per week)
Breach of contract	No minimum	£25,000 (in the Tribunal system)

It is important to note that a Tribunal may increase or reduce an award of compensation by up to 25% where an employer/employee fails to comply with the ACAS Code of Practice on Discipline and Grievance. The ACAS Code does not apply to dismissals due to redundancy or the non-renewal of a fixed term contract.

Time limits: Dismissal

Claim	No. of years' service	Time limit*
Unfair dismissal	Two	3 months less 1 day from effective date of termination
Unfair dismissal connected with pregnancy, maternity, parental or dependant care	None	3 months less 1 day from effective date of termination
Unfair dismissal related to making a protected disclosure	None	3 months less 1 day from effective date of termination
Unfair dismissal for asserting a statutory right	None	3 months less 1 day from effective date of termination
Unfair dismissal for a health and safety reason	None	3 months less 1 day from effective date of termination
Unfair dismissal by reason of a business transfer	One – up to 5 April 2012 start date Two – from 6 April 2012 start date	3 months less 1 day from effective date of termination

Wrongful dismissal	None	3 months less 1 day from effective date of termination in Tribunal
Unfair dismissal for taking part in official industrial action	None	6 months less 1 day from date of dismissal

***Note the need to complete compulsory ACAS Early Conciliation before filing any Employment Tribunal claim.**

The Employment Tribunal *may* extend time if it was not reasonably practicable for the employee to issue the claim in time.

Time Limits: Discrimination

Claim	No. of years' service	Time limit*
Discrimination because of sex, race, disability, age, religion or belief, sexual orientation, gender reassignment, marriage or civil partnership	None	3 months less 1 day from the act complained of or where discrimination is continuous, 3 months less 1 day from the act complained of.
Equal pay	None	6 months less 1 day from the effective date of termination

***Note the need to complete compulsory ACAS Early Conciliation before filing any Employment Tribunal claim.**

The Employment Tribunal *may* extend time if it is just and equitable to do so.

Employment Tribunal and Employment Appeal Tribunal fees

These were in place between 29 July 2013 and 26 July 2017 but were then abolished.

Statutory payments: National minimum wage

Age	1 April 2025	1 April 2024
21+	£12.71	£12.21
18-20	£10.85	£10.00
16-17	£8.00	£7.55
Apprentice	£8.00	£7.55
Accommodation set off (max. deduction per day where employer provides accommodation)	£11.10 per day	£10.66 per day

Other relevant payments for time off work (per week)

Type of payment	6 April 2026	6 April 2025	Max. period of stat. pay
Maternity Allowance (MA)	£194.32 a week or 90% of normal weekly pay if earnings lower	£187.18 a week or 90% of normal weekly pay if earnings lower (from 7 April 2025)	39 weeks
Statutory Maternity Pay (SMP) or Statutory Adoption Pay (SAP) on Earnings Related Rate	90% of employee's normal weekly earnings	90% of employee's normal weekly earnings	6 weeks (39 weeks in total – see below)
SMP or SAP on Prescribed Rate	£194.32 a week or 90% of normal weekly earnings if lower (from 5 April 2026)	£187.18 a week or 90% of normal weekly earnings if lower	33 weeks (39 weeks in total – see above)
Statutory paternity pay (SPP)	£194.32 a week or 90% of normal weekly earnings if lower	£187.18 a week or 90% of normal weekly earnings if lower	2 weeks ordinary paternity leave
Shared Parental Pay (SPP)	£194.32 a week or 90% of normal weekly earnings if lower	£187.18 a week or 90% of normal weekly earnings if lower	37 weeks
Parental bereavement pay (SPBP)	£194.32 a week or 90% of normal weekly earnings if lower	£187.18 a week or 90% of normal weekly earnings if lower	N/A
Neonatal care pay (NCP)	£194.32 a week or 90% of normal weekly earnings if lower	£187.18 a week or 90% of normal weekly earnings if lower	12 weeks
Statutory Sick Pay (SSP)	£123.25	£118.75	28 weeks per period of entitlement

Contact Us

Email: info@kervinandbarnes.com

Telephone: 0203 178 5360