

Tribunal Awards - Compensation Limits

Employment Rights	Maximum Award 6 April 2026 – 5 April 2027
Unfair dismissal	
Week's pay	£751
Basic award	£21,570
Compensatory award	£123,543 (The maximum award will be removed in January 2027)
Maximum combined award	£139,793
Health and safety reason	No limit
Whistleblowing	No limit
Redundancy	
Statutory redundancy pay: up to 30 weeks' pay	£21,570
Discrimination	
Sex, race, age, sexual orientation, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, and religion or belief.	No limit
Other	
Breach of contract	£25,000
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£18,694 to £37,388
Breach of right to be accompanied: up to 2 weeks' pay	£1,502
Breach of flexible working regulations: up to 8 weeks' pay	£6,008
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,502 to £3,004
Failure to inform or consult: collective redundancy	180 days' actual gross pay
Failure to inform or consult: TUPE transfer	13 weeks' actual gross pay
Guarantee payment (each day)	£41 per day

Compensation for Injury to Feelings - Vento Bands

Band	6 April 2026 – 5 April 2027
Lower	£1,300 to £12,600
Middle	£12,600 to £37,700
Upper	£37,700 to £62,900
Most exceptional cases	Can exceed £62,900

Compensation to be awarded for injury to feelings is assessed in three bands:

- **The lower band** for less serious cases, such as where the act of discrimination is an isolated or one-off occurrence.
- **The middle band** for serious cases, which do not merit an award in the highest band.
- **The upper band** for the most serious cases, such as where there has been a lengthy campaign of discriminatory harassment.
Only in "the most exceptional case" should an award for injury to feelings exceed the top band.

National Minimum Wage / National Living Wage Rates

Minimum Wage Rate	April 2026 - April 2027
Apprentices	£8.00
Age 16-17	£8.00
Age 18-20	£10.85
National Living Wage (Age 21+)	£12.71

Statutory Leave and Payments for Time Off Work

Type of Leave / Pay	April 2026 - April 2027
Statutory sick leave	28 weeks paid (in any period of incapacity for work or linked periods of incapacity)
Statutory sick pay prescribed rate	£123.25
Maternity leave	39 weeks paid (2 weeks compulsory) and 13 weeks unpaid
Maternity/adoption pay prescribed rate (max)	£194.32
Paternity leave	2 weeks paid
Paternity pay prescribed rate (max)	£194.32
Share parental leave	50 weeks 37 weeks paid; 13 weeks unpaid
Shared parental pay (max)	£194.32
Shared parental bereavement leave	2 weeks paid
Parental bereavement leave prescribed rate (max)	£194.32
Statutory neonatal care pay	12 weeks paid (max)
Neonatal care pay prescribed rate (max)	£194.32

- Statutory **maternity and adoption pay**:
- 90% of average weekly earnings for the first 6 weeks and then £194.32 or 90% of average weekly earnings (whichever is lower) for the next 33 weeks.
- Statutory **paternity pay** and **shared parental pay**:
- £194.32 or 90% of average weekly earnings (whichever is lower).
- Contractual entitlement may be more generous.

Statutory Notice

Length of Employment	Notice to Employee by Employer
Under one month	No notice required
Less than 2 years	One week
2 to 12 years	One week for each completed year of employment
12 years or more	12 weeks

Statutory Redundancy Pay

Age of Employee	Multiplier
Under 22	0.5 x week's pay
Between 22 and 41	1 week's pay
41 or older	1.5 weeks' pay

- Employees are entitled to statutory redundancy pay when they have two years' service.
- Length of service is capped at 20 years (i.e. a maximum of 30 weeks' pay).
- Weekly pay is capped at £751 (i.e. a maximum of 30 x £751 = £22,530)
- For each complete year of employment, use the multipliers above.

These key facts and figures apply across Scotland, England and Wales.

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