

Working time Subject to some exceptions and special cases

Type of Leave	Minimum Amount
Paid annual leave	5.6 weeks
Rest break after 6 hours	20 minutes (30 minutes after 4.5 hours for 16-17 year olds)
Daily rest period	11 hours (12 hours for 16-17 year olds)
Weekly rest period	24 hours (48 hours for 16-17 year olds)
Maximum average working time	48 hours per week (in last 17 weeks)

Family friendly payments

	From 6 April 2026 to April 2027	Max Period
Statutory maternity/adoption pay (earnings-related rate)	90% of average weekly earnings	6 weeks
Statutory maternity/adoption pay (prescribed rate)	£194.32 or 90% of average weekly earnings if lower	33 weeks
Maternity allowance	£194.32 or 90% of average weekly earnings if lower	39 weeks
Statutory paternity pay	£194.32 or 90% of average weekly earnings if lower	2 weeks
Statutory shared parental pay	£194.32 or 90% of average weekly earnings if lower	39 weeks*
Statutory Parental Bereavement Pay	£194.32 or 90% of average weekly earnings if lower	2 weeks

Family friendly leave

	Maximum Entitlement
Statutory maternity leave	52 weeks (26 weeks ordinary and 26 weeks additional)
Statutory paternity leave	2 weeks
Statutory shared parental leave	52 weeks (less 2/4 weeks compulsory maternity leave and any other time spent on maternity/adoption leave)
Statutory adoption leave	52 weeks (26 weeks ordinary and 26 weeks additional)
Parental leave	18 weeks unpaid per child in respect of children aged under 18, up to 4 weeks per year
Parental bereavement leave	2 weeks
Time off for dependants	“Reasonable” amount (unpaid)

*less any weeks spent by the child's mother or adopter in receipt of SMP, MA or SAP

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These facts & figures were correct at publication in April 2026 and may be subject to change. They are for guidance only and do not constitute legal or professional advice. Readers should not act on the basis of the information included and should take appropriate professional advice upon their own particular circumstances.



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Facts & Figures 2026



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Compensation limits 6 April 2026 to 5 April 2027

Complaint	Maximum Award
Discrimination	Unlimited
Unfair dismissal: <ul style="list-style-type: none"> Basic award Compensatory award 	<ul style="list-style-type: none"> £22,530 (max) £123,543* (unlimited in some cases and NO CAP from January 2027 - TBC)
Additional award for failure to reinstate	Between 26 to 52 weeks' pay (Capped at £19,526 - £39,052)
A week's pay used to calculate basic award and statutory redundancy pay	£751 or weekly pay, if lower
Statutory redundancy pay	£22,530 (max)
Dismissal for union, employee representative, or pension trustee reasons: <ul style="list-style-type: none"> Basic award Compensatory award 	£22,530 (max) (min £9,157) £123,543* (max)
Dismissal for health and safety reasons or for making a protected disclosure: <ul style="list-style-type: none"> Basic award Compensatory award 	£22,530 (max) (min £9,157 for H&S cases) No limit
Contract claims	£25,000 in the Employment Tribunal (unlimited in the High or County Courts)
Protective Award: Failure to collectively consult redundancy	180 days' gross pay per employee
Failure to inform or consult over a TUPE transfer	13 weeks' gross pay per employee
Breach of right to be accompanied	2 weeks' pay (capped at £1,502)
Breach of flexible working regulations	8 weeks' pay (capped at £6,008)
Failure to give statement of employment particulars	2 to 4 weeks' pay (£1,502 - £3,004)
Guaranteed pay of £41 per day if no work is provided	Maximum of £205 - 5 days in any 3 month period

1 *Capped at 52 weeks' pay (if less)

Qualifying periods and time limits

Complaint	Qualifying period ^^	Time limit to bring claim ^^
Discrimination	None	3 months (less a day) from date of act complained of
Equal pay	None	6 months (less a day) from EDT in the Employment Tribunal (6 years from breach in the High/County Court)
Unfair dismissal and Written reasons for dismissal Ω	2 years Ω 6 months from Jan 2027 TBC	3 months (less a day) from EDT*
Automatically unfair dismissal eg: pregnancy, health & safety and whistle blowing	None	3 months (less a day) starting from EDT*
Statutory redundancy Payment	2 years	Usually 6 months from EDT
Failure to conduct collective consultation	None	3 months (less a day) starting with the date the last dismissal takes effect
Failure to pay a protective award (TUPE)	None	3 months (less a day) starting with the date of the Tribunal's order
Failure to consult under TUPE	None	3 months (less a day) from the date of the transfer
Written particulars of employment	Day 1	3 months (less a day) from the date employment ceased
Contract claim	None	3 months (less a day) from EDT* in the Employment Tribunal (6 years from breach in the High/County Court)

* EDT means effective date of termination
Ω note written reasons is a day 1 right if maternity linked

^^ TIME LIMITS & QUALIFYING PERIODS ARE DUE TO CHANGE IN OCT 2026/JAN 2027 DUE TO THE ERA 2025 – most qualifying periods are changing from 3 to 6 months

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National minimum wage & living wage

Category of worker	From 1 Apr 2026
Aged 21+ (NLW)	£12.71 / hour
Aged 18-20	£10.85/ hour
Aged 16-17	£8.00 / hour
Apprentice	£8.00 / hour
Accommodation offset max per day	£11.10

Statutory sick pay 6 April 2026

Payment	Rate
Statutory sick pay	£123.25 or 80% of an employee's Average Weekly Earnings

Calculating statutory redundancy pay

Weeks' pay	Rate
1.5 week's pay	Each year in employment aged 41 and over
1 week's pay	Each year in employment aged 22-40
0.5 week's pay	Each year in employment age 21 and under
Maximum week's pay	£751
Maximum number of years	Last 20 worked

Statutory minimum notice to employer

Length of employment	Notice required
Under 1 month	No statutory notice requirement
1 month or more	1 week

Statutory minimum notice to employee

Length of employment	Notice required
Under 1 month	No statutory notice requirement
1 month to 1 year	1 week
2 to 12 years	1 week for each completed year
12 years or more	12 weeks

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