

MACFARLANES

Employment rates and limits 2024/25

Redundancies	2023/24	2024/25	Statutory pay (per week)	2023/24	2024/25
Cap on week's pay	£643	£700	SMP, SAP, SPP & SHPP	£172.48	£184.03
Maximum statutory redundancy pay	£19,290	£21,000	SSP	£109.40	£116.75
Dismissals (maximum awards)			Family leave		
Unfair dismissal basic award	£19,290	£21,000	Type	Mandatory paid leave	Optional paid leave
Compensatory award for unfair dismissal in ordinary cases (or one year's basic salary, if lower)	£105,707	£115,115	Maternity	2 weeks	37 weeks ⁽¹⁾
Breach of contract claim in Employment Tribunal	£25,000	£25,000	Paternity	-	2 weeks
			Parental	-	-
			Shared parental	-	18 weeks
			Parental	-	-
			bereavement	-	2 weeks
					13 weeks
					Optional KIT/ SPLIT days
					10 days
					-
					-
					20 days
					-
Minimum immigration salary thresholds					
Skilled Worker					
Experienced workers	£26,200	£38,700			
New entrant	£20,960	£30,960			
Senior or Specialist Worker	£45,800	£48,500			
Exempt from the one year prior experience requirement	£73,900	£73,900			
Able to stay for up to nine years	£73,900	£73,900			
Immigration Skills Charge (per year per migrant)		£1,000			
Immigration Skills Charge - small businesses and charities (per year per holder)		£364			
National minimum wage					
Adult rate (aged 21 plus)	£10.42	£11.44			
Apprentices	£5.28	£6.40			
Age 16-17	£5.28	£6.40			
Age 18-20	£7.49	£8.60			
Accommodation allowance	£9.10	£9.99			
			Pensions		
			Annual allowance	£40,000 ⁽¹⁾	£60,000
			Lifetime allowance	£1,073,100	Disapplied ⁽²⁾
			Auto-enrolment earnings trigger	£10,000	£10,000
			Auto-enrolment qualifying earnings	£6,240 – £50,270	£6,240 £50,270

¹ First six weeks (including mandatory period) paid at 90% of average weekly earnings (before tax), remainder paid at statutory rate.

¹ A tapered allowance will apply to individuals with a threshold income of over £200,000 (broadly, all UK earnings subject to UK income tax excluding pension contributions) who have an adjusted income (broadly, earnings including pension contributions) of over £260,000 a year or more. The annual allowance will be tapered down to £10,000 for an individual with adjusted income exceeding £360,000.

² Lifetime allowance will be abolished from April 2024 and the lifetime allowance charge will be disapplied from April 2023. The lifetime allowance will be replaced by a lump sum and death benefit allowance, which limits the total amount of tax-free cash in an individual's lifetime and when they die to £1,073,100 in most cases.

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