

This Week in Employment Law

April statutory rate increases

April is usually a busy time for employers and this year is no exception!

- National Minimum Wage increases on 1 April 2025. The new rates per hour are: £12.21 for workers aged 21 and over (National Living Wage), £10 for 18–20-year-olds, and £7.55 for 16–17-year-olds and apprentices under 19, or over 19 and in the first year of their apprenticeship.
- The pay rise is due to the worker in the next “pay reference period” after the increase has come into force, so this may mean that pay does not increase for workers until some way into April.
- From 6 April 2025 the statutory rate for family leave payments increases from £184.03 to £187.18 per week (this includes maternity, adoption, paternity, shared parental, parental bereavement and for the first time, neonatal care pay).
- Statutory Sick Pay will rise from 6 April 2025 from £116.75 to £118.75 per week and the Lower Earnings Limit will increase from £123 to £125 per week.
- Statutory Guarantee Pay increases from 6 April 2025 from £38 to £39 per day.

Our dedicated HR Advisory Team are here 24/7 365 days a year to answer your queries. You can get answers to questions like [What will happen if I don't pay the national minimum wage?](#) from Croner [BrAIinbox](#).

Increase in discrimination compensation

HR

The annual increases to the “Vento” bands have been published, used by the tribunal when awarding compensation for injury to feelings. For claims presented on or after 6 April 2025 the lower band (for less serious cases) will increase to £1,200 - £12,100 (currently £1,200 to £11,700), the middle band (for cases that do not merit an award in the upper band) will increase to £12,100 - £36,400 (currently £11,700 to £35,200) and the upper band (the most serious cases) will increase to £36,400 - £60,700 (currently £35,200 to £58,700). Employers should be mindful that the most exceptional cases are capable of exceeding the highest band and will attract injury to feelings compensation of over £60,700.

Did you know?

You can get answers from Croner BrAIinbox like [What are the Vento bands changing to in April 2025?](#)

How strong are your health and safety practices?

H&S

Nofax Enterprises, a property development firm, has been fined £63,000 and ordered to pay additional costs after a series of health and safety violations at a Dalston construction site. The HSE investigation revealed serious failures, including inadequate fire safety, working at height, and exposure to hazardous materials like silica dust. Despite repeated warnings, the company failed to address these risks, resulting in shutdowns and enforcement notices. The case highlights the importance of health and safety practices in all sectors, not just construction. Businesses must ensure regular risk assessments, proper training, and a commitment to safety to avoid fines and protect workers.

Did you know?

Croner offers a 24/7 H&S advice line, where our accredited H&S advisers can support with H&S concerns.

Sending a birthday card was harassment

HR

Following a grievance process, the claimant was off sick with work-related stress. During this time, they had requested contact to be kept to a minimum, and only via email. Prior to being off sick, the claimant had previously made clear she did not celebrate her birthday for personal reasons. Whilst off sick, the respondent sent the claimant 11 emails in one month, followed by a birthday card. The tribunal heard that this repeated contact further exacerbated her symptoms. The judge ruled the repeated and unwanted contact created a hostile and intimidating environment, upholding ten claims of race and disability harassment and discrimination. (*Ms H Toure v Commissioners for HMRC*).

Did you know?

Our Legal Services Team can represent your business in Employment Tribunal claims.

Preventing heat-related illness in the workplace

H&S

UK legislation requires employers to provide a safe working environment, including addressing the risks associated with high temperatures such as conducting risk assessments to identify where heat might impact workers, particularly indoor environments without adequate ventilation or sun-exposed outdoor locations. Employees should have easy access to water, with scheduled breaks in cooler areas to recover from heat exposure. Monitor indoor temperatures to ensure they remain within safe limits and improve workplace ventilation where possible. If not possible, consider temporary measures like portable cooling units. Include and review temperature-related emergency protocols and ensure first-aid kits are equipped to deal with these.

Did you know?

Educate staff on the signs of heat stress and ensure employees know proper procedure if they feel unwell.

Please contact the 24 hour advice service for advice on your specific situation before acting on the information in this publication.