

EMPLOYMENT LAW

Key Facts

Tribunal awards	From 6 April 2022	From 6 April 2023
One week's pay (for basic award)	£571	£643
Maximum basic award	£16,320	£17,130
Maximum compensatory award	£93,878 or lower of 1 year's gross salary	£105,707 or lower of 1 year's gross salary
Compensatory award for automatic unfair dismissal	No limit	No limit
Discrimination compensation	No limit	No limit
Maximum contract claim	£25,000	£25,000
Failure to provide statement of written particulars	2 or 4 week's pay (£1,088 or £2,176)	2 or 4 week's pay (£1,142 or £2,284)
Breach of right to be accompanied	£1,088	£1,142
Breach of flexible working regulations	£4,352	£4,568

Calculating basic award / statutory redundancy pay	From 6 April 2022	From 6 April 2023
Each year of employment below 22	½ week's pay	½ week's pay
Each year of employment between 22 and 40	1 week's pay	1 week's pay
Each year of employment 40+	1 and ½ week's pay	1 and ½ week's pay
One week's pay	£571	£643
Maximum length of service	20 years	20 years
Maximum SRP	£16,320	£17,130

Consultation	
Failure to inform/consult on a TUPE transfer	13 weeks' gross pay
Failure to consult on a collective redundancy	90 days' gross pay
Failure to file a HR1 form	Unlimited

Collective consultation	
100+ redundancies in 90 days	At least 45 days before the first dismissal takes effect
20-99 redundancies in 90 days	Minimum period which must elapse is 30 days

National minimum wage	From 6 April 2022	From 6 April 2023
National living wage (23+)	£9.50	£10.42
Adult rate 21-22	£9.18	£10.18
Development rate 18-20	£6.83	£7.49
Youth rate 16-17	£4.81	£5.28
Apprentice rate (under 19 or in first year)	£4.81	£5.28
Accommodation rate	£8.70	£9.10

Statutory payments	Amount (per week)		Period
	From 6 April 2022	From 6 April 2023	
Statutory sick pay	£99.35	£109.40	28 weeks
Statutory maternity pay	90% of the employee's normal weekly earnings	90% of the employee's normal weekly earnings	6 weeks
	The lower of the above or £156.66	The lower of the above or £172.48	33 weeks
Statutory paternity pay	The lower of: 90% of the employee's normal weekly earnings or £156.66	The lower of: 90% of the employee's normal weekly earnings or £172.48	Up to 2 weeks
	90% of the employee's normal weekly earnings	90% of the employee's normal weekly earnings	6 weeks
Statutory adoption pay	The lower of the above or £156.66	The lower of the above or £172.48	33 weeks
	The lower of: 90% of the employee's weekly earnings or £156.66	The lower of: 90% of the employee's weekly earnings or £172.48	39 weeks less any weeks spent in receipt of SMP, MA or SAP
Statutory bereavement pay	The lower of: 90% of the employee's weekly earnings or £156.66	The lower of: 90% of the employee's weekly earnings or £172.48	2 weeks

Statutory notice to employer	
Under 1 month's service	None
1 month +	1 week

Statutory notice to employee	
Under 1 month's service	None
1 month to 2 years	1 week
2-12 years	2 weeks and 1 additional week's notice for each further complete year of continuous employment, up to a maximum of 12 weeks
12 years +	12 weeks

Working Time Regulations (subject to exceptions and special case)	
Paid annual leave	5.6 weeks
Rest break after 6 hours	20 minutes
Daily rest period	Not less than 11 consecutive hours in each 24-hour period
Weekly rest period	Not less than 24 hours' uninterrupted rest in each seven-day period
Maximum average working time	48 hours per week in last 17 weeks

Vento bands (compensation for injury to feelings in discrimination claims)	From 6 April 2022	From 6 April 2023
Lower band	From £990 to £9,900	From £1,100 to £11,200
Middle band	From £9,900 to £29,600	From £11,200 to £33,700
Upper band	From £29,600 to £49,300 (with the possibility of most serious cases exceeding this)	From £33,700 to £56,200 (with the possibility of most serious cases exceeding this)