

Employment Law Key Facts

Employment tribunal awards	From 6 April 2022	From 6 April 2023
One week's pay (for basic award)	£571	£643
Maximum basic award	£17,130	£19,290
Maximum compensatory award	The lower of £93,878 and 52 weeks' actual gross pay	The lower of £105,707 and 52 weeks' actual gross pay
Compensatory award for automatic unfair dismissal (whistle-blowing/health and safety)	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 weeks' pay (£1,142 or £2,284)	2 or 4 weeks' pay (£1,286 or £2,572)
Breach of right to be accompanied	2 weeks' pay (£1,142)	2 weeks' pay (£1,286)
Breach of flexible working regulations	8 weeks' pay (£4,568)	8 weeks' pay (£5,144)

Calculating a basic award/statutory redundancy payment (SRP)	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 41+	1½ week's pay	1½ week's pay
One week's pay	£571	£643
Maximum length of service	20 years	20 years
Maximum SRP	£17,130	£19,290
Guarantee pay	£31 per day (maximum £155 or 5 days in 3 months)	£35 per day (maximum £175 or 5 days in 3 months)

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

Collective consultation	
100+ redundancies in 90 days	Minimum 45 days' consultation
20-99 redundancies in 90 days	Minimum 30 days' consultation

National minimum wage			
From 1 April 2023		From 1 April 2024	
National living wage 23+	£10.42 per hour	National living wage 21+	£11.44 per hour
Adult rate 21-22	£10.18 per hour	Adult rate	N/A
Development rate 18-20	£7.49 per hour	18-20 year old rate	£8.60 per hour
Youth rate 16-17	£5.28 per hour	16-17 year old rate	£6.40 per hour
Apprentice rate (under 19 or in first year)	£5.28 per hour	Apprentice rate	£6.40 per hour
Accommodation offset	£9.10 per day	Accommodation offset	£9.99 per day

Statutory sick payments	Amount (per week)		Period
	From 6 April 2022	From 6 April 2023	
Statutory sick pay	£99.35	£109.40	28 weeks
Statutory family payments	Amount (per week)		Period
	From 3 April 2022	From 2 April 2023	
Statutory maternity pay	90% of actual pay £156.66	90% of actual pay £172.48	6 weeks 33 weeks
Statutory paternity pay	£156.66	£172.48	1 or 2 weeks
Statutory adoption pay	90% of actual pay £156.66	90% of actual pay £172.48	6 weeks 33 weeks
Statutory shared parental pay	£156.66 or 90% of normal weekly earnings if lower	£172.48 or 90% of normal weekly earnings if lower	39 weeks less any time taken by the mother or adopter
Statutory parental bereavement pay	£156.66 or 90% of normal weekly earnings if lower	£172.48 or 90% of normal weekly earnings if lower	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	1 week per year of employment
12 years+	12 weeks

Working Time Regulations (subject to exceptions and special cases)	
Paid annual leave	5.6 weeks
Rest break after 6 hours	20 minutes (30 minutes after 4½ 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

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

NB: The most exceptional cases can exceed the top of the upper band.

Contact us



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