

Employment Rates & Compensation Limits: 06.04.22 - 05.04.23

COMPENSATION LIMITS ON EMPLOYMENT TRIBUNAL AWARDS		
(Maximum unless stated otherwise)	06.04.21	06.04.22
Week's pay	£544	£571
Unfair Dismissal: Basic award/statutory redundancy pay	£16,320	£17,130
Unfair Dismissal: Compensatory award*	£89,493	£93,878
Automatically unfair dismissal basic award (minimum)**	£6,634	£6,959
Unfair Dismissal: Additional award re: failure to reinstate/re-engage: minimum order is lower of 26 weeks' pay or:	£14,144	£14,846
Unfair Dismissal: Additional award re: failure to reinstate/re-engage: maximum order is lower of 52 weeks' pay or:	£28,288	£29,692
Breach of contract claim	£25,000	£25,000
Breach of flexible working regulations (up to 8 weeks' pay)	£4,352	£4,568
Failure to give written particulars of employment (2/4 weeks' pay)	£1,088 / £2,176	£1,142 / £2,284
Breach of right to be accompanied (up to 2 weeks' pay)	£1,088	£1,142
Failure to inform/consult: collective redundancy***	90 days' gross pay	90 days' gross pay
Failure to inform/consult: TUPE transfer***	13 weeks' gross pay	13 weeks' gross pay
Guarantee payment	£30 per day capped at 5 days / £150 in any 3 months	£31 per day capped at 5 days / £155 in any 3 months
Injury to Feelings – Vento Upper Band	£27,400 - £45,600	£29,600 - £49,300
Injury to Feelings – Vento Middle Band	£9,100 - £27,400	£9,900 - £29,600
Injury to Feelings – Vento Lower Band	£900 - £9,100	£990 - £9,900
Interest rate for discrimination awards & unpaid ET awards	8%	8%

- * If Effective Date of Termination (“EDT”) was on/after 29.07.13, maximum unfair dismissal compensatory award is lower of statutory limit or 52 weeks’ actual gross pay at EDT. This limit does not apply where the reason for dismissal/redundancy selection is carrying out health & safety activities/whistleblowing.
- ** Where the reason/principal reason for dismissal is acting as a health and safety/employee/workplace representative or pension scheme trustee, or trade union membership or activities.
- *** The statutory limit on a week’s pay does not apply.

STATUTORY PAYMENTS FOR TIME OFF WORK		
(Each week)	04.04.21	04.04.22
Maternity / paternity / adoption / shared parental pay (prescribed rate)	£151.97	£156.66
(Each week)	04.04.21	04.04.22
Parental Bereavement pay: 2 weeks pay paid at lower of 90% of average weekly earnings or:	£151.97	£156.66
Maternity allowance	£151.97	£156.66
Sick Pay	£96.35	£99.35
Lower Earnings Limit	£120	£123

NATIONAL MINIMUM WAGE		
(Hourly)	01.04.21	01.04.22
Age 23+ (national living wage)	£8.91	£9.50
Age 21-22 inclusive (standard adult rate)	£8.36	£9.18
Age 18-20 inclusive (development rate)	£6.56	£6.83
Age 16-17 inclusive (young workers rate)	£4.62	£4.81
Apprentice rate (If under 19 / in 1 st year of apprenticeship)	£4.30	£4.81
Accommodation offset limit (maximum daily deduction from NMW)	£8.36	£8.70

PAYMENTS ON INSOLVENCY		
(Maximum)	06.04.21	06.04.22
Statutory redundancy payment / basic award (30 weeks’ pay)	£16,320	£17,130
Statutory notice pay (12 weeks’ pay)	£6,528	£6,852
Arrears of pay (8 weeks’ pay)	£4,352	£4,568
Holiday pay (6 weeks’ pay)	£3,264	£3,426

