

Employment Rates & Compensation Limits: 06.04.23 - 05.04.24

COMPENSATION LIMITS ON EMPLOYMENT TRIBUNAL AWARDS		
(Maximum unless stated otherwise)	06.04.22	06.04.23
Week's pay	£571	£643
Unfair Dismissal: Basic award/statutory redundancy pay	£17,130	£19,290
Unfair Dismissal: Compensatory award*	£93,878	£105,707
Automatically unfair dismissal basic award (minimum)**	£6,959	£7,836
Unfair Dismissal: Additional award re: failure to reinstate/re-engage: minimum order is lower of 26 weeks' pay or:	£14,846	£16,718
Unfair Dismissal: Additional award re: failure to reinstate/re-engage: maximum order is lower of 52 weeks' pay or:	£29,692	£33,436
Breach of contract claim	£25,000	£25,000
Breach of flexible working regulations (up to 8 weeks' pay)	£4,568	£5,144
Failure to give written particulars of employment (2/4 weeks' pay)	£1,142 / £2,284	£1,286 / £2,572
Breach of right to be accompanied (up to 2 weeks' pay)	£1,142	£1,286
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	£31 per day capped at 5 days / £155 in any 3 months	£35 per day capped at 5 days / £175 in any 3 months
Injury to Feelings – Vento Upper Band	£29,600 - £49,300	£33,700 - £56,200
Injury to Feelings – Vento Middle Band	£9,900 - £29,600	£11,200 - £33,700
Injury to Feelings – Vento Lower Band	£990 - £9,900	£1,100 - £11,200
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)	04.04.22	04.04.23
Maternity / paternity / adoption / shared parental pay (prescribed rate)	£156.66	£172.48
(Each week)	04.04.22	04.04.23
Parental Bereavement pay: 2 weeks pay paid at lower of 90% of average weekly earnings or:	£156.66	£172.48
Maternity allowance	£156.66	£172.48
Sick Pay	£99.35	£109.40
Lower Earnings Limit	£123	£123

NATIONAL MINIMUM WAGE		
(Hourly)	01.04.22	01.04.23
Age 23+ (national living wage)	£9.50	£10.42
Age 21-22 inclusive (standard adult rate)	£9.18	£10.18
Age 18-20 inclusive (development rate)	£6.83	£7.49
Age 16-17 inclusive (young workers rate)	£4.81	£5.28
Apprentice rate (If under 19 / in 1 st year of apprenticeship)	£4.81	£5.28
Accommodation offset limit (maximum daily deduction from NMW)	£8.70	£9.10

PAYMENTS ON INSOLVENCY		
(Maximum)	06.04.22	06.04.23
Statutory redundancy payment / basic award (30 weeks’ pay)	£17,130	£19,290
Statutory notice pay (12 weeks’ pay)	£6,852	£7,716
Arrears of pay (8 weeks’ pay)	£4,568	£5,144
Holiday pay (6 weeks’ pay)	£3,426	£3,858

