

## Handy guide for employers

This handy, at a glance guide will provide the latest statutory rates for wages, paid statutory leave and tribunal awards.

Please remember that certain leave is subject to qualifying criteria and that contractual entitlements could be more generous than the statutory minimum.

From 1 April 2023

### National Living/National Minimum Wage Hourly rates:

23 and over	£10.42
21 to 22	£10.18
18 to 20	£7.49
Under 18	£5.28
Apprentice rate*	£5.28

\*Applies to apprentices under 19, or over the age of 19 for the first year of apprenticeship

### Statutory Holiday entitlement:

- Full-time employees are entitled to a minimum of 28 days (inclusive of public/bank holidays).

### Statutory notice period:

- **Employee** – one week's notice for each year of service up to a maximum of 12 weeks. If terms of contract are more generous this prevails over the statutory minimum.
- **Employer** – only entitled to one week's notice from employees unless contract specifies otherwise.

From 6 April 2023

### Paid statutory leave:

Maternity leave	39 weeks paid/13 weeks unpaid
Paternity leave	Two weeks paid
Adoption leave	39 weeks paid/13 weeks unpaid
Shared parental leave	<ul style="list-style-type: none"> <li>• Shared Parental Leave – SPL (52 weeks minus any weeks of maternity or adoption leave)</li> <li>• Statutory Shared Parental Pay – ShPP (39 weeks minus any weeks of maternity pay, maternity allowance or adoption pay)</li> </ul>
Parental leave	18 weeks unpaid
Statutory sick pay	£109.40 or 90 per cent of usual wages if less
Statutory maternity pay	£172.48 or 90 per cent of usual wages if less
Adoption pay	£172.48 or 90 per cent of usual wages if less
Statutory paternity pay	£172.48 or 90 per cent of usual wages if less
Shared parental pay	£172.48 or 90 per cent of usual wages if less
Statutory parental bereavement pay	£172.48 or 90 per cent of usual wages if less
Lower earnings limit	£123.00 or 90 per cent of usual wages if less
Guarantee payment	£35.00 (subject to a maximum of five days or £175.00 in any three months)

Contractual entitlements may be more generous than the statutory maximum entitlements detailed above.

All figures correct as of April 2023

## Insolvency payments (maximum awards):

Arrears of pay (eight weeks' pay)	£5,144
Statutory notice pay (12 weeks' pay)	£7,716
Holiday pay (six weeks' pay)	£3,426
Statutory redundancy payment or basic awards (30 weeks' pay)	£19,290

## Compensation limits (maximum awards unless otherwise stated):

Unfair dismissal basic award (up to 30 weeks' pay)	£19,290
Blacklisted employee unfair dismissal	£5,000 (minimum)
Automatically unfair dismissal – basic award	£7,836 (minimum)
Failure to reinstate or engage (26 to 52 weeks' pay)	£16,718 to £33,436
Compensatory award	£105,707 or 52 weeks' pay, whichever is lower
A week's pay	£643
Additional award	From 26 weeks' pay or £16,718, whichever is lower, up to 52 weeks' pay or £33,436, whichever is lower
Dismissal for H&S reasons	No limit
Dismissal for making protected disclosure i.e. whistleblowing	No limit
Sex, race, age, sexual orientation, disability, religion or belief discrimination	No limit
Breach of flexible working regulations	£4,568 or eight weeks' pay, whichever is lower
Failure to inform or consult: TUPE transfer	13 weeks' pay
Failure to inform or consult: collective redundancy	90 days' pay
Breach of contract claim in employment tribunal	£25,000
Failure to give written particulars of employment: two or four weeks' pay	£1,142 or £2,284
Breach of right to be accompanied: two weeks' pay	£1,142

Vento bands:	
Lower band	£1,100 to £11,200
Middle band	£11,200 to £33,700
Upper band	£33,700 to £56,200
Amounts in excess of £49,300 can be awarded in the most exceptional cases	

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