

Employment Law Facts and Figures 2023

Statutory payments for time off work

Each Week	2022	2023
Maternity/adoption pay prescribed rate (max)	£156.66	£172.48
Paternity pay (max)	£156.66	£172.48
Shared parental pay (max)	£156.66	£172.48
Sick pay	£99.35	£109.40
Lower earnings limit	£123	£123

Compensation Limits

(Maximum unless stated)	2022	2023
Week's pay	£571	£643
Statutory redundancy payment: up to 30 week's pay	£17,130	£19,290
Unfair dismissal basic award: up to 30 week's pay	£17,130	£19,290
Unfair dismissal compensatory award *	£93,878	£105,707
Automatically unfair dismissal basic award (min)**	£6,959	£7,836
Blacklisted employee unfair dismissal award (min)	£5,000	£5,000
Failure to reinstate or re-engage: 26 to 52 week's pay	£14,846 to £29,692	£16,718 to £33,436
Breach of right to be accompanied : up to 2 week's pay	£1,142	£1,286
Breach of flexible working regulations: up to 8 week's pay	£4,568	£5,144
Failure to give written particulars of employment: 2 or 4 week's pay	£1,142 to £2,284	£1,286 to £2,572
Breach of contract claim in employment tribunal	£25,000	£25,000
Failure to inform or consult: collective redundancy***	90 days' pay	90 days' pay
Failure to inform or consult: TUPE transfer***	13 weeks' pay	13 weeks' pay
Guarantee payment (each day)	£31	£35
Guarantee payment (in any 3 months)	£155	£175

National Minimum Wage and National Living Wage

Apr 2022 rates		Apr 2023 rates	
Apprentices [†]	£4.81	Apprentices [†]	£5.28
Age 16-17	£4.81	Age 16-17	£5.28
Age 18-20	£6.83	Age 18-20	£7.49
Age 21-22	£9.18	Age 21-22	£10.18
National Living wage (Age 23+)	£9.50	National Living wage (Age 23+)	£10.42

Payments on Insolvency

Maximum	Apr 22	Apr 23
Arrears of pay (8 week's pay)	£4,568	£5,144
Statutory notice pay (12 week's pay)	£6,852	£7,716
Holiday pay (6 week's pay)	£3,426	£3,858
Statutory redundancy payment or basic award (30 week's pay)	£17,130	£19,290

[†] If under 19 or in first year of apprenticeship (otherwise refer to age bands)

* Maximum compensatory award is lower of statutory limit or 52 week's actual gross pay at time of dismissal. Limit does not apply where reason for dismissal or redundancy selection is carrying out health and safety activities or making a protected disclosure.

** Dismissals for reason of trade union membership or activities, or acting as a health and safety representative, employee rep, workforce rep or pension scheme trustee.

*** Actual gross pay (limit on a week's pay does not apply).

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