

# Employment Key Figures 2022

## Statutory Payments for time off work

(Each week)	Apr 22	Apr 21
Maternity/adoption pay prescribed rate (max)	£156.66	£151.97
Paternity pay (max)	£156.66	£151.97
Shared parental pay (max)	£156.66	£151.97
Sick pay	£99.35	£96.35
Lower earnings limit (weekly)	£123	£120

## National minimum wage

(Hourly)	Apr 22	Apr 21
Apprentices <sup>^</sup>	£4.81	£4.30
Aged 16-17	£4.81	£4.62
Age 18-20	£6.83	£6.56
Age 21-22	£9.18	£8.36
Age 23 and over (National Living Wage)	£9.50	£8.91

## Payments on insolvency

(Maximum)	APR 22	APR 21
Arrears of pay (8 weeks' pay)	£4,568	£4,352
Statutory notice pay (12 weeks' pay)	£6,852	£6,528
Holiday pay (6 weeks' pay)	£3,426	£3,264
Statutory redundancy payment or basic award (30 weeks' pay)	£17,130	£16,320

## Compensation Limits

(Maximum unless stated)	Apr 22	Apr 21
Week's pay	£571	£544
Statutory redundancy payment: up to 30 weeks' pay	£17,130	16,320
Unfair dismissal basic award: up to 30 weeks' pay	£17,130	£16,320
Unfair dismissal compensatory award*	£93,878	£89,493
Automatically unfair dismissal basic award (min)**	£6,959	£6,634
Blacklisted employee unfair dismissal basic award (min)	£5,000	5,000
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£14,846 - £29,692	£14,144 - £28,288
Breach of right to be accompanied: up to 2 weeks' pay	£1,142	£1,088
Breach of flexible working regulations: up to 8 weeks' pay	£4,568	£4,352

Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,088 - £2,176	£1,088 - £2,176
Breach of contract claim in employment tribunal	£25,000	£25,000
Failure to inform or consult: collective redundancy***	90 day' pay	90 days' pay
Failure to inform or consult: TUPE Transfer***	13 week's pay	13 weeks' pay
Guarantee payment (each day)	£31	£30
Guarantee payment (in any 3 months)	£155	£150

<sup>^</sup> if under 19 or in first year of apprenticeship (otherwise refer to age bands).

\* Maximum compensatory award is lower of statutory limit or 52 weeks' actual gross pay at the 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)