

National Minimum Wage/Living Wage

Category	Rate from April 2023
23 and over	£10.42 per hour
21 – 22	£10.18 per hour
18 - 20	£7.49 per hour
16 - 17	£5.28 per hour
Apprentice (under 19 or over 19 in 1st year of apprenticeship)	£5.28 per hour
Statutory Sick Pay	
Statutory Sick Pay	£109.40 per week (for up to 28 weeks per period of incapacity)

Statutory Leave and Rights

Statutory Leave	Maximum Entitlement	Length of Service Required
Statutory Maternity Leave	52 weeks (26 weeks ordinary + 26 weeks additional)	None
Statutory Paternity Leave	2 weeks	26 weeks
Statutory Adoption Leave	52 weeks (26 weeks ordinary + 26 weeks additional)	26 weeks service at the end of the 15th week before expected week of birth.
Shared Parental Leave	52 weeks (less any time taken by the mother or adopter)	26 weeks service at the end of the 15th week before expected week of birth.
Parental Leave	18 weeks unpaid per child up to the age of 18	1 year
Time Off for Dependents	'Reasonable' amount (unpaid)	None
Time Off for Antenatal Care	'Reasonable' amount (paid)	None
To Request Flexible Working	1 per 12 month period	26 weeks
At least one week's notice of termination of employment	N/A	1 Month
Written statement of particulars of employment	N/A	By day 1
To be accompanied to a grievance or disciplinary meeting	N/A	None

Statutory Redundancy

Length of Service/Age	Multiplier
Each year of employment aged 21 and under	0.5 weeks pay
Each year of employment aged 22- 40	1 weeks pay
Each year of employment aged 41+	1.5 weeks pay
Cap on a week's pay	£643
Cap on number of years service	20
Total redundancy pay cap	£19,290

Maternity, Paternity & Adoption

Category	Rate per week from April 2023	Duration
Statutory Maternity Pay	90% of normal weekly earnings	First 6 weeks
	£172.48 per week or 90% of earnings if lower	Following 33 weeks
Statutory Paternity Pay	£172.48 per week or 90% of earnings if lower	2 weeks
Statutory Adoption Pay	90% of normal weekly earnings	First 6 weeks
	£172.48 per week or 90% of earnings if lower	Following 33 weeks
Shared Parental Leave	£172.48 per week or 90% of earnings if lower	39 weeks less any weeks taken by mother or adopter in receipt of one of the above payments.

Statutory Notice

To Employers	
Length of Employment	Notice Required
Under 1 month	No statutory notice requirement
1 month or more	1 week
To Employees	
Length of Employment	Notice Required
Under 1 month	No statutory notice requirement
1 month to 2 years	1 week
2 years to 12 years	1 week for each completed year of employment
12 years or more	12 weeks

Employment Tribunal Compensation

Claim	Award from 6 April 2023
Breach of contract	£25,000
Unfair Dismissal Basic Award	Max £19,290
Unfair Dismissal Compensatory Award	52 weeks pay or £105,707
Statutory Redundancy Pay	£19,290
Discrimination	No limit
Dismissal for making a protected disclosure/whistleblowing - Compensatory Award	No limit
Dismissal for union/employee representative or pension trustee reasons – Basic Award	Min £7,836/Max £19,290
Dismissal for union/employee representative or pension trustee reasons – Compensatory Award	52 weeks pay or £105,707
Dismissal for Health & Safety Reasons – Basic Award	Min £7,836/Max £19,290
Dismissal for Health & Safety Reasons – Compensatory Award	No limit
Failure to conduct Collective Consultation	90 days gross pay per dismissed employee
Failure to inform and consult over a TUPE transfer	13 weeks gross pay per employee
Right to be accompanied at a grievance or disciplinary meeting	£1,286 (2 weeks pay)
Breach of flexible working regulations	£5,144 (8 weeks pay)
Failure to provide a statement of employment particulars	£1,286-£2,572 (2-4 weeks pay)



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Employment Law Facts & Figures

2023/24