

EMPLOYMENT LAW

KEY FACTS 2023

Statutory Payments	Amount	Period
Sick pay	£109.40	28 weeks
Maternity pay	90% actual pay £172.48	6 weeks 33 weeks
Paternity / bereavement pay	£172.48	1 or 2 weeks
Adoption pay	90% actual pay £172.48	6 weeks 33 weeks
Shared parental pay	£172.48 or 90% of normal weekly earnings if lower	Up to 39 weeks
Guarantee pay	£35 per day	5 days in each 3-month period

Statutory Notice	LOS	Period
To employer	Under 1 month's service 1 month +	Nil 1 week
To employee	Under 1 month's service 1 month to 2 years 2 to 12 years 12 years +	Nil 1 week 1 week per year of employment 12 weeks

Working Time Regulations	Period
Paid annual leave	5.6 weeks
Rest breaks after 6 hours	20 minutes (30 after 4.5 hours if aged 16-17)
Daily rest period	11 hours (12 if aged 16-17)
Weekly rest period	24 hours (48 if aged 16-17)
Maximum average working time	48 hours per week (averaged over 17 weeks)

Redundancy Pay	Period / Amount
Each year of employment below age of 22	0.5 week's pay
Each year of employment aged 22 – 40	1 week's pay
Each year of employment aged 41+	1.5 week's pay
Cap on 1 week's pay	£643
Maximum length of service	20 years

National Minimum Wage	Amount
National Living Wage 23+	£10.42 per hour
Adult rate 21+	£10.18 per hour
Development rate 18-20	£7.49 per hour
Youth rate 16-17	£5.28 per hour
Apprentice rate	£5.28 per hour
Accommodation offset	£9.10 per day

Collective consultation	Period
100+ redundancies in 90 days	Minimum 45 days
20-99 redundancies in 90 days	Minimum 30 days

Employment Tribunal Awards	Amount
One week's pay (cap)	£643
Maximum basic award	£19,290
Maximum compensatory award	Higher of £105,707 or 52 weeks' salary
Compensatory award for automatic unfair dismissal	Unlimited
Compensation for discrimination	Unlimited
Failure to provide terms and conditions	2 or 4 week's pay (capped)
Breach of right to be accompanied	2 week's pay (capped)
Breach of flexible working regulations	8 week's pay (capped)
Failure to inform/consult on TUPE transfer	13 week's pay (not capped)
Failure to consult collective redundancy	90 day's pay (not capped)
Failure to file HR1 form (collective redundancy)	Unlimited



CONTACT US
JANE CARROLL
T: 0161 694 7050
E: jane@solutionsforhr.co.uk