

Essential Payments

What you need to know...

*Compulsory school age

**Where apprentice is under 19, or 19 or over and in 1st year of apprenticeship

***New rate announced in September 2022 but does not have to be put in place by employer until 14 May 2023

National Minimum/Living Wage (Reviewed Annually)

Age / Type	Current rate (From 1 April 2023)	Current rate***
23yrs+ (NLW)	£10.42	-
21yrs - 22yrs	£10.18	-
18yrs - 20yrs	£7.49	-
Over CSA* - 17	£5.28	-
Apprentice rate**	£5.28	-
Real living wage*** (London)	-	£11.95
Real living wage*** (rest of UK)	-	£10.90

Payments/Limits in Relation to Family Friendly Rights

Payment	Length of Pay Period	Current rate (From 2 April 2023)
Statutory Maternity Pay (total maximum 39 weeks)	6 weeks Maximum 33 weeks	90% of normal weekly pay £172.48*
Statutory Paternity Pay	Maximum 2 weeks	£172.48*
Statutory Adoption Pay (total maximum 39 weeks)	6 weeks Maximum 33 weeks	90% of normal weekly pay £172.48*
Statutory Shared Parental Pay	Maximum 37 weeks	£172.48*
Parental Bereavement Pay	Maximum 2 weeks	£172.48*

*If 90% of normal weekly earnings in the appropriate reference period is less than the statutory rate then the 90% is payable

Statutory Sick Pay

Current rate (From 6 April 2023) £109.40 Maximum 28 weeks

Lower Earnings Limit

Employees who earn less than this are not entitled to receive SSP/ SMP/ SAP/SPP/SHPP/PBP from their employer

Current rate (From 6 April 2023) £123 per week (No change)

Employment Tribunal Awards/Limits (Applicable to England/Scotland/Wales)

Rates reviewed annually

Statutory Right	Current Rate (From 6 April 2023)
Unfair Dismissal - Basic Award	Maximum £19,290
Unfair Dismissal - Compensatory Award	Maximum £105,707 or 52 weeks' pay (whichever is lower) (No maximum re whistleblowing or H&S complaint)
Unfair Dismissal - Additional Award	£16,718—£33,436
Discrimination	Unlimited
Week's Pay for Redundancy Purposes	Maximum £643
Statutory Redundancy Payment	Maximum £19,290
Breach of Contract	Amount equal to loss but maximum £25,000
Failure to provide Statement of Main Terms	2 or 4 weeks' pay (week's pay subject to £643 cap)
Statutory Guarantee Pay (per day)	£35 (payable in lay off situations for max. 1 working week per 3 months)