



# STATUTORY PAYMENTS FACTSHEET 2022

## STATUTORY PAYMENTS FOR TIME OFF WORK

[Each Week]	April 2021	April 2022
Maternity pay and adoption pay: first 6 weeks	90% of normal weekly earnings	
Maternity pay: remaining 33 weeks (maximum)	£151.97	£156.66
Adoption pay: remaining 33 weeks (maximum)	£151.97	£156.66
Paternity pay: 2 weeks (maximum)	£151.97	£156.66
Shared parental leave: total of 39 weeks (maximum)	£151.97	£156.66
Statutory sick pay: up to 28 weeks	£96.35	£96.35

## NATIONAL MINIMUM/LIVING WAGE (HOURLY)

Year	Apprentice*	16 to 17	18 to 20	21 to 22	23+ (NLW)
April 2021	£4.30	£4.62	£6.56	£8.36	£8.91
April 2022	£4.81	£4.81	£6.83	£9.18	£9.50

\*If under 19 or in first year of apprenticeship (otherwise refer to age bands)

## COMPENSATION LIMITS

[Maximum unless stated]	April 2021	April 2022
Weeks' pay	£544	£571
Statutory redundancy payment: up to 30 weeks' pay	£16,320	£17,130
Unfair dismissal basic award: up to 30 weeks' pay	£16,320	£17,130
Unfair dismissal compensatory award	£89,493	£93,878
Automatic unfair dismissal basic award (minimum)**	£6,634	£6,959
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£14,144 to £28,288	£14,846 to £29,692
Breach of right to be accompanied: up to 2 weeks' pay	£1,088	£1,142
Breach of flexible working regulations: up to 8 weeks' pay	£4,352	£4,568
Failure to give written particulars of employment: 2 or 4 weeks' pay	£1,088 or £2,176	£1,142 to £2,284
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, max 5 days)	£30	£31
Guarantee payment (in any three months)	£150	£155

\*\*Dismissals for reasons of trade union membership or activities, or acting as a health and safety representative, employee representative, workforce representative or pension scheme trustee or on working time grounds

\*\*\*Limit on weeks' pay does not apply.



# STATUTORY PAYMENTS FACTSHEET 2022

## PAYMENTS ON INSOLVENCY

Maximum	April 2021	April 2022
Arrears of pay (8 weeks' pay)	£4,352	£4,568
Statutory notice pay (12 weeks' pay)	£6,582	£6,852
Holiday pay (6 weeks' pay)	£3,264	£3,426
Statutory redundancy pay or basic award (30 weeks' pay)	£16,320	£17,130

## DISCRIMINATION COMPENSATION VENTO BANDS

Bands	April 2021	April 2022
Lower Band	£900 to £9,100	£990 to £9,900
Middle Band	£9,100 to £27,400	£9,900 to £29,600
Upper Band	£27,400 to £45,600	£29,600 to £49,300

## CONTACT OUR EMPLOYMENT LAW EXPERTS



### PHILIP PAGET

T: 0333 987 5571

M: 07787 148 721

[philip.paget@gordonsllp.com](mailto:philip.paget@gordonsllp.com)



### MARY WALKER

T: 0113 227 0306

M: 07876 883 646

[mary.walker@gordonsllp.com](mailto:mary.walker@gordonsllp.com)



### BRYONY GOLDSPINK

T: 0113 227 0307

M: 07789 000 560

[bryony.goldspink@gordonsllp.com](mailto:bryony.goldspink@gordonsllp.com)