



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)

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 |



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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.

CONTACT OUR EMPLOYMENT LAW EXPERTS



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