

Excello
Law



Employment Data 2023



Employment Tribunal Awards from 6 April 2023

Maximum unfair dismissal compensatory award (or 1 year gross salary if lower)	£105,707
Maximum unfair dismissal basic award	£19,290
Statutory limit on a week's pay (previously £571)	£643
Maximum statutory redundancy pay	£19,290
Minimum basic award: certain unfair dismissals for trade union membership or activities; health and safety duties; pension scheme trustee duties; acting as employee representative, etc.	£7,836
Additional award for failing to reinstate/ re-engage	£16,484 - £33,436 (26-52 weeks)
Refusal of right to be accompanied (max)	£1,286 (2 weeks)
Flexible working requests (max)	£5,144 (8 weeks)
Failure to collectively consult redundancy	Up to 90 days' gross pay
Failure to inform/consult TUPE transfers	Up to 13 weeks' gross pay
Failure to provide written particulars of employment	£1,286 - £2,572 (2 - 4 weeks)
Discrimination - injury to feelings (dependent on seriousness and unless exceptional) for claims presented after 6 April 2023	Band 1 £1,100-£11,200 2 £11,200-£33,700 3 £33,700-£56,200
Maximum contractual claims in the Employment Tribunal	£25,000

Statutory Pay Rates from 6 April 2023

Statutory maternity/adoption pay	
First 6 weeks	90% of average earnings
Next 33 weeks (or 90% if lower)	£172.48
Shared parental leave pay (whole period)	£172.48
Statutory paternity pay (2 weeks)	£172.48
Parental bereavement pay (2 weeks)	£172.48
Statutory sick pay (per week)-(previously £99.35)	£109.90
Guarantee pay (per day)(Max 5 days or £155 in 3 months)	£31.00

Employee Insolvency Payments claimed from Secretary of State (max)

Arrears of pay	£5,144 (8 weeks)
Statutory notice pay	£7,716 (12 weeks)
Holiday pay	£3,858 (6 weeks)
Statutory redundancy pay or basic award	£19,020 (30 weeks)

National Minimum Wage Rates (1st April)

	April 2022	April 2023
National living wage age 23+ (previously 25+)	£9.50 ph	£10.42 ph
Age 21-22 (previously 21-24)	£9.18 ph	£10.18 ph
Age 18-20	£6.83 ph	£7.49 ph
Age 16-17	£4.81 ph	£5.28 ph
Apprentices (under 19 or in first year)	£4.81 ph	£5.28 ph
Accommodation offset limit (per day)	£8.70	£9.10

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