

RATES CHART as at April 2023

RATE	As at April 2023
National Minimum Wage (hourly)	
• Adult rate (aged 21 to 22)	£10.18
• 18-20 years old	£7.49
• Under 18	£5.28
• apprentice	£5.28
National Living Wage (hourly) (aged 25+)	£10.42
Living Wage (voluntary) (aged 18+)	UK £10.90, London £11.95
Lower Earnings Limit	£123 pw
Statutory Sick Pay	£109.40 pw
Statutory Maternity/Paternity/Adoption/Shared Parental/Bereavement	£172 pw

Basic Award	£643 max gross pw Max 30 weeks
Compensatory Award (Maximum whichever is lower)	No limit on weeks' pay Max £105,707, or one year's gross pay
Additional Award - failure to reinstate	£643 max gross pw Between 26 and 52 weeks
Automatic unfair dismissals¹	
• Basic Award	£643 max gross pw Max 30 weeks
• Compensatory Award	Unlimited
Statutory Redundancy Pay	£643 max gross pw Max 30 weeks
Refusal of right to be accompanied	£643 max gross pw Max two weeks
Failure re redundancy collective consultation	No limit on weeks' pay Max 90 days
Failure to inform/consult on TUPE	No limit on weeks' pay Max 13 weeks
Breach of Flexible Working Regulations	£643 max gross pw Max eight weeks
Discrimination – loss of earnings	Unlimited
Discrimination – injury to feelings	Lower: £1,100 to £11,200 Middle: £11,200 to £33,700 Higher: £33,700 to £56,200
Breach of contract in tribunal (unlimited in civil courts)	Max £25,000
Faulty or no written statement of particulars of employment	£643 max gross pw Between 2 and 4 weeks
Guaranteed payment (where laid off or put on short time working)	£35 per day. Max 5 days or £175 in any 3 months

¹ for example dismissals for TU or H&S reasons, Pension reps, Employee reps, Whistleblowing, TUPE