

Excello
Law



Employment Data 2022



Employment Tribunal Awards from 6 April 2022

Maximum unfair dismissal compensatory award (or 1 year gross salary if lower)	£93,878
Maximum unfair dismissal basic award	£17,130
Statutory limit on a week's pay (previously £544)	£571
Maximum statutory redundancy pay	£17,130
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.	£6,959
Additional award for failing to reinstate/ re-engage	£14,846 - £29,692 (26-52 weeks)
Refusal of right to be accompanied (max)	£1,142 (2 weeks)
Flexible working requests (max)	£4,568 (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	£1,142 - £2,284 (2 - 4 weeks)
Discrimination - injury to feelings (dependent on seriousness and unless exceptional) for claims presented after 6 April 2022	Band 1 £990-£9,900 2 £9,900-£29,600 3 £29,600-£49,300
Maximum contractual claims in the Employment Tribunal	£25,000

Statutory Pay Rates from 6 April 2022

Statutory maternity/adoption pay	
First 6 weeks	90% of average earnings
Next 33 weeks (or 90% if lower)	£156.66
Shared parental leave pay (max 39 weeks)	£156.66
Statutory paternity pay (2 weeks)	£156.66
Statutory sick pay (per week) - (previously £96.35)	£99.35
Guarantee pay (per day) (Max 5 days or £155 in any 3 months)	£31.00

Employee Insolvency Payments claimed from Secretary of State (max)

Arrears of pay	£4,568 (8 weeks)
Statutory notice pay	£6,852 (12 weeks)
Holiday pay	£3,426 (6 weeks)
Statutory redundancy pay or basic award	£17,130 (30 weeks)

National Minimum Wage Rates

	April 2021	April 2022
National living wage age 25+	£8.91 ph	£9.50 ph
Age 21-24	£8.36 ph	£9.18 ph
Age 18-20	£6.56 ph	£6.83 ph
Age 16-17	£4.62 ph	£4.81 ph
Apprentices (under 19 or in first year)	£4.30 ph	£4.81 ph
Accommodation offset limit (per day)	£8.36	£8.70

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