

Employment Team Fact Card

Details correct
at date of
publication
April 2023

National Minimum Wages (NMW)

	1 Apr 21	1 Apr 22	1 Apr 23
National Living Wage Age 23+	£8.91	£9.50	£10.42
Standard Adult Rate Age 21+	£8.36	£9.18	£10.18
Development Rate Age 18 - 20	£6.56	£6.83	£7.49
Young Workers Rate Age 16 - 17	£4.62	£4.81	£5.28
Apprentice Rate	£4.30	£4.81	£5.28

All rates are per hour and are applicable for the year
1 April 2023 to 31 March 2024.

Unfair Dismissal - Maximum Award

	6 Apr 21	6 Apr 22	6 Apr 23
Basic Award	£16,320	£17,130	£19,290
Compensatory Award ¹	£89,493	£93,878	£105,707
Additional Award ²	£14,144	£14,846	£16,718
	£28,288	£29,692	£33,436

1 These figures are the statutory cap, the maximum compensatory award is the lower of the statutory cap or 52 weeks actual gross pay.

2 Additional Award - between 26 and 52 weeks' pay, up to a maximum of £643 per week.

Statutory Notice Periods

Continuous Employment	Notice
1 month + but less than 2 years' service	1 week
2 years' service	2 weeks
Over 2 years' service	1 week's notice for every year of service up to a maximum of 12 weeks

Guarantee Payment

£35 per day Subject to a maximum of 5 days or £175 in any three months.

Statutory Redundancy Payment ('SRP')

Entitlement	Employees who are made redundant and have two years' continuous employment are entitled to a SRP.
Calculation	<p>1.5 weeks' pay for each complete year of service in which the employee was aged 41 or over at the beginning of the year.</p> <p>1 week's pay for each complete year of service in which the employee was aged 22 - 40 at the beginning of the year.</p> <p>0.5 week's pay for each complete year of service in which the employee was under the age of 22 for any part of the year.</p>

Week's pay is subject to the statutory cap on a week's pay which is £643 with effect from 6 April 2023.