

Employment facts April 2022-23

Statutory Sick Pay (SSP)

From 6 April 2022

Weekly rate	Maximum period
£99.35	28 weeks

Family Friendly Pay

From 3 April 2022

Type of Pay	Weekly rate & Maximum period
Maternity (SMP)	90% of employee's average weekly earnings for first 6 weeks' Then remaining weeks at £156.66 or 90% of average weekly earnings, whichever is lower
Adoption (SAP)	90% of employee's average weekly earnings for first 6 weeks' Then remaining weeks at £156.66 or 90% of average weekly earnings, whichever is lower
Paternity (SPP)	£156.66 or 90% of average weekly earnings, whichever is lower
Shared Parental Leave Pay (ShPP)	£156.66 or 90% of average weekly earnings, whichever is lower

Statutory Parental Bereavement Pay

From 3 April 2022

Weekly rate	Maximum period
£156.66 or 90% of average weekly earnings, whichever is lower	2 weeks

Statutory Redundancy Pay

From 6 April 2022

The cap on a gross week's pay is £571

National Minimum Wage / National Living Wage

From 1 April 2022

Age	Wage per hour
Aged 23 or over	£9.50
Aged 21-22	£9.18
Aged 18-20	£6.83
Aged under 18 (but above compulsory school leaving age)	£4.81
Apprentices aged under 19 (and apprentices aged 19 and over in first year of their apprenticeship)	£4.81

Unfair Dismissal Awards

From 6 April 2022

Maximum basic award for unfair dismissal	£17,130
Maximum compensation award for unfair dismissal	£93,878 or 52 weeks' gross pay if lower

Discrimination Award

From 6 April 2022

No Upper Limit (£)

Vento Bands

The bands of awards that Employment Tribunals use in discrimination cases to set awards for injury to feelings. Although discrimination awards are uncapped, they rarely fall outside of these bands.

In respect of claims presented on or after 6 April 2022

Lower band (less serious cases)	£990 to £9,900
Middle band (cases that do not merit upper band)	£9,900 to £29,600
Upper band (most serious cases)	£29,600 to £49,300
Exceptional cases	Unlimited