

Employment Team Fact Card

Details correct
at date of
publication
March 2022

National Minimum Wages (NMW)

	1 Apr 20	1 Apr 21	1 Apr 22
National Living Wage Age 23+	£8.72	£8.91	£9.50
Standard Adult Rate Age 21+	£8.20	£8.36	£9.18
Development Rate Age 18 - 20	£6.45	£6.56	£6.83
Young Workers Rate Age 16 - 17	£4.55	£4.62	£4.81
Apprentice Rate	£4.15	£4.30	£4.81

All rates are per hour and are applicable for the year
1 April 2022 to 31 March 2023.

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

£31 per day Subject to a maximum of 5 days or £155
in any three months.

Unfair Dismissal - Maximum Award

	6 Apr 20	6 Apr 21	6 Apr 22
Basic Award	£16,140	£16,320	£17,130
Compensatory Award ¹	£88,519	£89,493	£93,878
Additional Award ²	£13,988	£14,144	£14,846
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	£27,976	£28,288	£29,692

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 £571 per week.

Statutory Redundancy Payment ('SRP')

Entitlement	Employees who are made redundant and have two years' continuous employment are entitled to a SRP.
Calculation	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. 1 week's pay for each complete year of service in which the employee was aged 22 - 40 at the beginning of the year. 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.

*Week's pay is subject to the statutory cap on a week's
pay which is £571 with effect from 6 April 2022.*