

Key Payments and Limits 2023/24



Key Compensation Limits

Compensation	April 2023 rate	Date from	April 2022 rate
Unfair dismissal compensatory award	£105,707*	06 April 2023	(£93,878)
Limit on a week's pay	£643	06 April 2023	(£571)
Statutory redundancy pay (Maximum)	£19,290	06 April 2023	(£17,130)
Basic award (Maximum)	£19,290	06 April 2023	(£17,130)
Additional award (Refusal to reinstate/re-engage) Between 26 and 52 weeks' pay	£16,718-£33,436	06 April 2023	(£14,846-£29,692)
Breach of right to be accompanied (Maximum 2 weeks' pay)	£1,286	06 April 2023	(£1,142)
Breach of contract (Tribunal maximum)	£25,000	No change	No change
Breach of flexible working regulations (Maximum 8 weeks' pay)	£5,144	06 April 2023	(£4,568)
Failure to collectively consult (Redundancy)	90 days' gross pay (No maximum weekly limit)		
Failure to inform or consult (TUPE)	13 weeks' gross pay (No maximum weekly limit)		

*Please note the maximum compensatory award is the lower of the statutory compensation or 52 weeks' gross pay

National Living Wage

From 1 April 2023

Age	April 2023 rate	April 2022 rate
23+	£10.42	(£9.50)

Statutory Sick Pay

From 6 April 2023

Payment	April 2023 rate
Statutory Sick Pay	£109.40

National Minimum Wage

From 1 April 2023

Age	April 2023 rate	April 2022 rate
16 - 17	£5.28	(£4.81)
18 - 20	£7.49	(£6.83)
21 - 22	£10.18	(£9.18)
Apprentice rate	£5.28	(£4.81)

Family Benefits/Pay

From 2 April 2023

Payment	April 2023 rate
Maternity/ Adoption Pay	£172.48 (Maximum)*
Paternity Pay	£172.48 (Maximum)*
Shared Parental Pay	£172.48 (Maximum)*
Bereavement pay	£172.48 (Maximum)*

Maternity and adoption pay - 90% of the employee's normal weekly earnings for first six weeks.
Family benefits *£172.48 or 90% of the employee's normal weekly earnings, whichever is lower.