

Employment rates and limits 2023 / 2024

UK employment statutory rates and limits increase annually each April. Our Reed Smith Employment team outline the latest figures for 2023 / 2024.

Compensation limits (maximum awards unless stated)	6 Apr 2023 (2022 amount in grey)
Week's pay	£643 £571
Basic award (maximum)	£19,290 £17,130
Basic award (minimum) ¹	£7,836 £6,959
Compensatory award ²	£105,707 £93,878
Statutory redundancy payment	£19,290 £17,130
Discrimination	Unlimited Unlimited
Breach of contract (Employment Tribunal)	£25,000
Breach of right to be accompanied (up to 2 weeks' pay)	£1,286 £1,142
Breach of flexible working regulations (up to 8 weeks' pay)	£5,144 £4,568
Failure to reinstate or reengage (26 – 52 weeks' pay)	£16,718 - £33,436 £14,846 - £29,692
Failure to provide written statement of employment (2 or 4 weeks' pay)	£1,286 - £2,572 £1,142 - £2,284
Guarantee pay	£35 a day £31 a day

1 Minimum basic award only applies where the principle reason for dismissal is trade union membership or activities or carrying out duties as a health & safety representative, workforce representative, occupational pension scheme trustee, or employee representative.
 2 Maximum award is the lower of this statutory limit or 52 weeks' actual gross pay at the time of dismissal. The limit does not apply where the dismissal is for health and safety reasons, discriminatory or for making a protected disclosure.
 3 Actual gross pay i.e. the limit on a week's pay does not apply.
 4 The first six weeks of maternity and adoption pay are paid at 90% of the employee's normal weekly (uncapped) earnings.
 5 Maternity, adoption, paternity, shared parental, parental bereavement rates increase on 2 April 2023. Maternity Allowance increases on 10 April 2023. Statutory Sick Pay increases on 6 April 2023.

Minimum Wages (per hour)	1 Apr 2023 (2022)
Age 23+ (NLW)	£10.42 £9.50
Age 21 - 22	£10.18 £9.18
Age 18 - 20	£7.49 £6.83
Age 16 - 17	£5.28 £4.81
Apprentice rate	£5.28 £4.81
Accommodation offset	£9.10 £8.70

Statutory payments for time off (per week)	April 2023 ⁵ (2022)
Maternity pay / adoption pay / paternity pay / shared parental pay / parental bereavement pay / maternity allowance ⁴	£172.48 £156.66
Statutory sick pay	£109.40 £99.35
Lower earnings limit	£123.00

Injury to feelings (Vento)	6 Apr 2023 (2022)
Lower band	£1,100 - £11,200 £990 - £9,900
Middle band	£11,200 - £33,700 £9,900 - £29,600
Upper band	£33,700 - £56,200 £26,600 - £49,300

Information & Consultation³

Failure to inform
and consult – Up to **90 days'** pay
collective redundancy

Failure to inform
and consult – Up to **13 weeks'** pay
TUPE transfer

Key Contacts
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law contacts.

