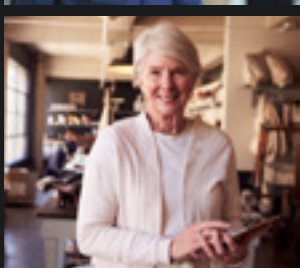
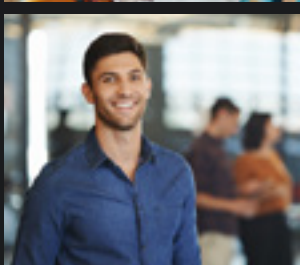


# Employment key facts **2022/23**



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## Qualifying periods and time limits

Complaint	Qualifying period	Time limit to bring claim
Unfair dismissal	2 years	3 months from EDT*
Discrimination	None	3 months from the date of the act complained of
Statutory redundancy payment	2 years	6 months from relevant date
Contract claim	None	3 months from EDT* in the Employment Tribunal (6 years from breach in the High Court or County Court)
Automatically unfair dismissal eg: pregnancy, health and safety and whistleblowing	None	3 months from EDT*
Failure to inform/ consult under TUPE	None	3 months from the date of the transfer
Failure to provide written particulars of employment	From day 1 up to 2 months depending on the particular information	From the written particulars deadline until 3 months from EDT*
Written reasons for dismissal	2 years	3 months from EDT*
Equal Pay	None	6 months from the last day of employment in the Employment Tribunal (6 years from breach in the High Court or County Court)
Failure to conduct collective redundancy consultation	None	3 months starting with the date the last dismissal takes effect

\*EDT means effective date of termination

## Compensation limits

	From 6 April 21	From 6 April 22
Statutory maximum weekly pay (for purposes of calculating Statutory Redundancy Pay and basic award for unfair dismissal)	£544	£571
Maximum unfair dismissal basic award	£16,320	£17,130
Maximum unfair dismissal compensatory award*	£89,493	£93,878
	or 52 weeks gross pay, whichever is the lower.	
Discrimination award	No limit	No limit
Maximum breach of contract in Employment Tribunal	£25,000	£25,000
Breach of right to be accompanied to grievance/disciplinary (max)	£1,088	£1,142
Breach of flexible working regulations (max)	£4,352	£4,568
Failure to conduct collective consultation (max)	Up to 90 days' gross pay	
Failure to inform or consult over a TUPE business sale/transfer (max)	Up to 13 weeks' gross pay	

\*No limit for some unfair dismissal claims e.g. where the reason (or principal reason) for dismissal is for health and safety or whistleblowing.

## GDPR penalties

	Up to higher of:
Breach data controller and processor obligations	€8.7M or 2% annual global turnover
Breach processing, data subject rights, enforcement notice for non compliance	€17.5M or 4% annual global turnover

## Gender pay gap reporting

Snapshot date (date in relevant pay period)	Gender pay report publication deadline
5 April 2022	4 April 2023
5 April 2023	4 April 2024

## Statutory pay rates

National Wage Rates (p/h)	From 1 Apr 21	From 1 Apr 22
Apprentices	£4.30	£4.81
Young workers (16-17)	£4.62	£4.81
Development (18-20)	£6.56	£6.83
Daily accommodation offset	£8.36	£8.70
Standard (21-22)	£8.36	£9.18
National Living Wage (23+)	£8.91	£9.50

Statutory Sick Pay	From 6 April 21	From 6 April 22	Period of payment
Rate of SSP	£96.35	£99.35	28 weeks (max)

## Parental Payments

	From 4 April 21	From 4 April 22	Maximum period
Statutory maternity pay & statutory adoption pay (earnings related rate)	90% of employee's weekly earnings	90% of employee's weekly earnings	6 weeks
Statutory maternity pay & statutory adoption pay (prescribed rate)*	£151.97	£156.66	33 weeks
Shared parental pay (prescribed rate)*	£151.97	£156.66	39 weeks
Statutory paternity pay (prescribed rate)*	£151.97	£156.66	2 weeks
		From 6 April 22	Maximum period
Statutory parental bereavement pay (prescribed rate)*		£156.66	2 weeks

\*Paid at lower of the prescribed rate or the earnings related rate.

## Family friendly leave

	Maximum entitlement
Statutory maternity leave & statutory adoption leave	52 weeks (26 weeks ordinary and 26 weeks additional)
Statutory paternity leave	2 weeks
Shared parental leave	52 weeks* less any time taken by the other parent
Parental leave	18 weeks (unpaid) per child (under 18)
Time off for dependants	"Reasonable" amount (unpaid) normally up to 2 days
Statutory parental bereavement leave	2 weeks

\*Of which 2 weeks compulsory maternity leave by mother

Years of service

Age

	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	1																		
18	1	1 1/2																	
19	1	1 1/2	2																
20	1	1 1/2	2	2 1/2															
21	1	1 1/2	2	2 1/2	3														
22	1	1 1/2	2	2 1/2	3	3 1/2													
23	1 1/2	2	2 1/2	3	3 1/2	4	4 1/2												
24	2	2 1/2	3	3 1/2	4	4 1/2	5	5 1/2											
25	2	3	3 1/2	4	4 1/2	5	5 1/2	6	6 1/2										
26	2	3	4	4 1/2	5	5 1/2	6	6 1/2	7	7 1/2									
27	2	3	4	5	5 1/2	6	6 1/2	7	7 1/2	8	8 1/2								
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30	2	3	4	5	6	7	8	8 1/2	9	9 1/2	10	10 1/2	11	11 1/2					
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61	3	4 1/2	6	7 1/2	9	10 1/2	12	13 1/2	15	16 1/2	18	19 1/2	21	22 1/2	24	25 1/2	27	28 1/2	30

Statutory Redundancy Pay is calculated on the basis of an employee's age and length of service at the termination date (which must be two years or more) and their weekly pay. The payment is free of tax and national insurance deductions. To calculate entitlement: 1. Find on the grid the multiplier based on the employee's length of service and age; 2. Multiply this by £571 (Maximum Statutory Weekly Pay, from 6 April 2022) or the employee's gross weekly pay if lower. For example an employee aged 47 with two years' service earning £35,000 is entitled to £1713 i.e. 3 x £571.