



**DOYLE CLAYTON**

Workplace Lawyers

**Employment Law Essentials**

2023/2024

## Compensation Limits

	6 April 2022	6 April 2023
Unfair dismissal compensatory award (max) <sup>1</sup>	£93,878 (or 52 weeks' gross pay if lower)	£105,707 (or 52 weeks' gross pay if lower)
Max weekly pay	£571	£643
Max statutory redundancy pay/basic award (30 weeks)	£17,130	£19,290
Min basic award <sup>2</sup>	£6,959	£7,836
Failure to reinstate (max 26-52 weeks' pay)	£14,846- £29,692	£16,718- £33,436
Refusal of right to be accompanied (max 2 weeks' pay)	£1,142	£1,286
Breach of contract action limit in tribunal	£25,000	£25,000
Breach of flexible working request process (max 8 weeks' pay)	£4,568	£5,144
Redundancy – collective consultation failure (max)	90 days' pay <sup>3</sup>	90 days' pay <sup>3</sup>
TUPE – failure to inform/consult (max)	13 weeks' pay <sup>3</sup>	13 weeks' pay <sup>3</sup>
Increased award for faulty written particulars (2 or 4 weeks' pay)	£1,142-£2,284	£1,286-£2,572

## ACAS Code of Practice - Disciplinary and Grievance Procedures

A failure to follow the Code may result in uplift in compensation by up to 25%.

NB: the ACAS Code does not apply to dismissals due to redundancy or the non-renewal of a fixed term contract. Copies of the ACAS Code can be found [here](#).

**Payments for Time off Work (per week)**

	3 April 2022	2 April 2023
Max prescribed maternity pay rate <sup>4</sup>	£156.66	£172.48
Max prescribed adoption pay rate <sup>4</sup>	£156.66	£172.48
Max prescribed paternity pay rate	£156.66	£172.48
Max prescribed shared parental pay rate	£156.66	£172.48
Max prescribed parental bereavement pay rate	£156.66	£172.48
	6 April 2022	6 April 2023
Statutory sick pay rate	£99.35	£109.40
Lower earnings limit	£123.00	£123.00

1. Unlimited where dismissal is for reasons connected with health and safety matters or public interest disclosures.
2. Only where dismissal is for reason of trade union membership/activities, health and safety, pension scheme or employee/workforce representative duties.
3. Actual gross weekly pay, not capped rate.
4. First six weeks paid at 90% of actual earnings if this exceeds prescribed rate

## **Doyle Clayton**

From our offices in the City of London, Mayfair, Canary Wharf and Reading we work with businesses and individuals throughout the UK, providing them with expert legal help and advice at competitive rates.

### **Contact Us:**

#### **London City**

T: +44 (0)20 7329 9090

#### **London Mayfair**

T: +44 (0)20 3696 7171

#### **London Canary Wharf**

T: +44 (0)20 7042 7200

#### **Reading**

T: +44 (0)118 959 6839

**[info@doyleclayton.co.uk](mailto:info@doyleclayton.co.uk)**

**[www.doyleclayton.co.uk](http://www.doyleclayton.co.uk)**

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Registered office: One Crown Court, Cheapside, London EC2V 6LR

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