



DOYLE CLAYTON

Workplace Lawyers

EMPLOYMENT LAW ESSENTIALS 2022/23

Compensation Limits

	6 April 2021	6 April 2022
Unfair dismissal compensatory award (max) ¹	£89,493 (or 52 weeks' gross pay if lower)	£93,878 (or 52 weeks' gross pay if lower)
Max weekly pay	£544	£571
Max statutory redundancy pay/basic award (30 weeks)	£16,320	£17,130
Min basic award ²	£6,634	£6,959
Failure to reinstate (max 26-52 weeks' pay)	£14,144-£28,288	£14,846-£29,692
Refusal of right to be accompanied (max 2 weeks' pay)	£1,088	£1,142
Breach of contract action limit in tribunal	£25,000	£25,000
Breach of flexible working request process (max 8 weeks' pay)	£4,352	£4,568
Redundancy – collective consultation failure (max)	90 days' pay ³	90 days' pay ³
TUPE – failure to inform/consult (max)	13 weeks' pay ³	13 weeks' pay ³
Increased award for faulty written particulars (2 or 4 weeks' pay)	£1,088-£2,176	£1,142-£2,284

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 at:

www.acas.org.uk/index.aspx?articleid=2174.



Payments for Time off Work (per week)

	4 Apr 2021	3 Apr 2022
Max prescribed maternity pay rate ⁴	£151.97	£156.66
Max prescribed adoption pay rate ⁴	£151.97	£156.66
Max prescribed paternity pay rate	£151.97	£156.66
Max prescribed shared parental pay rate	£151.97	£156.66
Max prescribed parental bereavement pay rate	£151.97	£156.66
	6 Apr 2021	6 Apr 2022
Statutory sick pay rate	£96.35	£99.35
Lower earnings limit	£120.00	£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 trustee or employee representative duties.
- 3 Actual 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.

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