

# EMPLOYMENT LAW

## KEY FACTS 2022

Statutory Payments	Amount	Period
Sick pay	£99.35	28 weeks
Maternity pay	90% actual pay £156.66	6 weeks 33 weeks
Paternity / bereavement pay	£156.66	1 or 2 weeks
Adoption pay	90% actual pay £156.66	6 weeks 33 weeks
Shared parental pay	£156.66 or 90% of normal weekly earnings if lower	Up to 39 weeks
Guarantee pay	£31 per day	5 days in each 3-month period

Statutory Notice	LOS	Period
To employer	Under 1 month's service	Nil
	1 month +	1 week
To employee	Under 1 month's service	Nil
	1 month to 2 years	1 week
	2 to 12 years	1 week per year of employment
	12 years +	12 weeks

Working Time Regulations	Period
Paid annual leave	5.6 weeks
Rest breaks after 6 hours	20 minutes (30 after 4.5 hours if aged 16-17)
Daily rest period	11 hours (12 if aged 16-17)
Weekly rest period	24 hours (48 if aged 16-17)
Maximum average working time	48 hours per week (averaged over 17 weeks)

Redundancy Pay	Period / Amount
Each year of employment below age of 22	0.5 week's pay
Each year of employment aged 22 – 40	1 week's pay
Each year of employment aged 41+	1.5 week's pay
Cap on 1 week's pay	£571
Maximum length of service	20 years

National Minimum Wage	Amount
National Living Wage 23+	£9.50 per hour
Adult rate 21+	£9.18 per hour
Development rate 18-20	£6.83 per hour
Youth rate 16-17	£4.81 per hour
Apprentice rate	£4.81 per hour
Accommodation offset	£8.70 per day

Collective consultation	Period
100+ redundancies in 90 days	Minimum 45 days
20-99 redundancies in 90 days	Minimum 30 days

Employment Tribunal Awards	Amount
One week's pay (cap)	£571
Maximum basic award	£17,130
Maximum compensatory award	Higher of £93,878.00 or 52 weeks' salary
Compensatory award for automatic unfair dismissal	Unlimited
Compensation for discrimination	Unlimited
Failure to provide terms and conditions	2 or 4 week's pay (capped)
Breach of right to be accompanied	2 week's pay (capped)
Breach of flexible working regulations	8 week's pay (capped)
Failure to inform/consult on TUPE transfer	13 week's pay (not capped)
Failure to consult collective redundancy	90 day's pay (not capped)
Failure to file HR1 form (collective redundancy)	Unlimited



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