



Employment Law Figures

What Employers Need to Know



The key employment law figures are changing in April 2022. To help, we've prepared this handy guide setting out all the latest figures below. If you have any questions or would like more information regarding the changes, please contact our Employment Team at employment@herrington-carmichael.com or call on **01276 854 663**.

Basic figures

| Maximum basic figs: | From 6 April 2021 | From 6 April 2022 |
|---|---|---|
| A week's pay | £544 | £571 |
| Unfair dismissal compensatory award | £89,493 (or 1 year's gross pay, whichever is lower) | £93,878 (or 1 year's gross pay, whichever is lower) |
| Statutory Redundancy Payment and the basic award for unfair dismissal | £16,320 | £17,130 |
| Breach of contract in the Employment Tribunal | £25,000 | £25,000 |
| A failure to inform and consult on collective redundancies | 90 days' gross pay | 90 days' gross pay |
| A failure to inform and consult on a TUPE Transfer | 13 weeks' gross pay | 13 weeks' gross pay |

Time off work (Statutory)

| | From 4 April 2021 | From 3 April 2022 |
|--|--|--|
| Maternity / Adoption and Paternity pay | The first 6 weeks leave at 90% of qualifying salary and thereafter £151.97 per week. (or 90% of the employee's average weekly earnings, whichever is lower) | The first 6 weeks leave at 90% of qualifying salary and then £156.66 per week. (or 90% of the employee's average weekly earnings, whichever is lower) |
| Shared Parental Pay rate | £151.97 per week (or 90% of the employee's average weekly earnings, whichever is lower) | £156.66 per week (or 90% of the employee's average weekly earnings, whichever is lower) |
| Sick Pay | £96.35 | £99.35 |



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Living or minimum wage

| Category of worker | Hourly rate from 1 April 2021 | Hourly rate from 1 April 2022 |
|---|----------------------------------|----------------------------------|
| Aged 23 and above | £8.91 | £9.50 |
| Aged 21 to 22 | £8.20 | £9.18 |
| Aged 18 to 20 | £6.56 | £6.83 |
| Aged under 18 | £4.62 | £4.81 |
| Apprentices aged under 19 or in the first year of an apprenticeship | £4.30 | £4.81 |

Other

| | From 6 April 2021 | From 6 April 2022 |
|--|-------------------|-------------------|
| Breach of flexible working request process. Maximum of 8 weeks' pay, subject to the following limits: | £4,352 | £4,568 |
| Failure to provide written particulars of employment. 2-4 weeks' pay, subject to the following limits: | £1,088 - £2,176 | £1,142 - £2,284 |

Tax rates

| | From 6 April 2021 | From 6 April 2022 |
|--|--------------------|--------------------|
| Personal allowance for those under 65 years of age | £12,570 | £12,570 |
| Basic Rate (20%) | £12,571 - £37,700 | £12,571 - £37,700 |
| Higher Rate (40%) | £37,701 - £150,000 | £37,701 - £150,000 |
| Additional Rate (45%) | Above £150,000 | Above £150,000 |

General Notes:

1. The maximum weekly pay is used to calculate statutory redundancy pay and other claim values.
2. The statutory limit to unfair dismissal claims does not apply where the dismissal is for reasons connected with, for example, discrimination, health and safety matters or protected disclosures.
3. Statutory redundancy pay is calculated based on a multiplier of the employee's age, weekly pay and length of service.
4. Breach of contract claims worth over £25,000 may be pursued in the County or High Court.
5. A failure by either party to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures may, in certain circumstances, result in compensation to be increased or decreased by up to 25%.
6. Taxation is dependent on an individual's circumstances including tax coding, the source of income and tax returns. There is a reduction of the personal allowance of £1 for every £2 that an individual's taxable income is over £100,000.