

Family friendly payments

| | From 3 April 2022 | Max period |
|---------------------------------------|--|---|
| Statutory maternity pay (higher rate) | 90% of normal weekly earnings | 6 weeks |
| Statutory maternity pay (basic rate) | £156.66 a week or 90% of normal weekly earnings if lower | 33 weeks |
| Statutory paternity pay | £156.66 a week or 90% of normal weekly earnings if lower | 2 weeks |
| Statutory adoption pay (higher rate) | 90% of normal weekly earnings | 6 weeks |
| Statutory adoption pay (basic rate) | £156.66 a week or 90% of normal weekly earnings if lower | 33 weeks |
| Shared parental pay | £156.66 a week or 90% of normal weekly earnings if lower | 39 weeks less any time taken by the mother or adopter |
| Parental bereavement pay | £156.66 a week or 90% of normal weekly earnings if lower | 2 weeks |
| | From 11 April 2022 | Max period |
| Maternity allowance | £156.66 a week or 90% of normal weekly earnings if lower | 39 weeks |

Family friendly leave

| | Maximum entitlement |
|---------------------------|--|
| Statutory maternity leave | 52 weeks (26 weeks ordinary and 26 weeks additional) |
| Statutory paternity leave | 2 weeks leave |
| Statutory adoption leave | 52 weeks (26 weeks ordinary and 26 weeks additional) |
| Shared parental leave | 52 weeks less any time taken by the mother or adopter |
| Parental leave | 18 weeks unpaid per child in respect of children aged under 18 |
| Time off for dependants | 'Reasonable' amount (unpaid) |

Useful Sites

General information: www.gov.uk

Revenue and Customs: www.hmrc.gov.uk

ACAS: www.acas.org.uk

- **Bournemouth**
 01202 421111
hklaw.uk/bournemouth
- **Poole**
 01202 725400
hklaw.uk/poole
- **Crewkerne**
 01460 279100
hklaw.uk/crewkerne
- **Swanage**
 01929 423301
hklaw.uk/swanage
- **Dorchester**
 01305 251007
hklaw.uk/dorchester
- **Wareham**
 01929 552141
hklaw.uk/wareham
- **Parkstone**
 01202 715815
hklaw.uk/parkstone
- **Cranborne Chase**
 01258 840507
hklaw.uk/cranbornechase

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FACTS & FIGURES 2022

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Compensation limits from 6 April 2022

| Complaint | Maximum award |
|---|--|
| Discrimination | Unlimited |
| Unfair dismissal: • Basic award • Compensatory award | £17,130 £93,878* (unlimited in certain circumstances) |
| Additional award for failure to reinstate | 26 to 52 weeks' pay (£14,846 to £29,692) |
| A week's pay used to calculate basic awards and statutory redundancy payments | £571 |
| Statutory redundancy pay | £17,130 |
| Dismissal for union or employee representative or pension trustee reasons: • Basic award • Compensatory award | £17,130 (minimum £6,959) £93,878* |
| Dismissal for health and safety reasons: • Basic award • Compensatory award | £17,130 (minimum £6,959) No limit |
| Dismissal for making a protected disclosure: • Basic award • Compensatory award | £17,130 No limit |
| Contract claims | £25,000 in the Employment Tribunal (no limit in the High or County Courts) |
| Failure to conduct collective consultation | 90 days' gross pay per employee |
| Failure to inform or consult over a TUPE transfer | 13 weeks' gross pay per employee |
| Breach of right to be accompanied | 2 weeks' pay (up to £1,142) |
| Breach of flexible working regulations | 8 weeks' pay (up to £4,568) |
| Failure to give statement of employment particulars | £1,142 or £2,284 |
| Guarantee pay if no work is provided | £31 per day up to a maximum of £155 in respect of 5 days in any 3 month period |
| Aggravated breach of a worker's rights | £20,000 (minimum £100) |

*Capped at 52 weeks' pay (if less)

Qualifying periods and time limits

| Complaint | Qualifying period | Time limit to bring claim (may be extended by Acas early conciliation) |
|---|--|---|
| Discrimination | None | 3 months from the date of the act complained of |
| 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) |
| Written reasons for dismissal | 2 years (none if pregnant or on maternity leave or adoption leave) | 3 months starting from EDT* |
| Unfair dismissal | 2 years | 3 months starting from EDT* |
| Automatically unfair dismissal eg: pregnancy, health & safety and whistle blowing | None | 3 months starting from EDT* |
| Statutory redundancy payment | 2 years | 6 months from relevant date |
| Failure to conduct collective consultation | None | 3 months starting with the date the last dismissal takes effect |
| Failure to pay a protective award | None | 3 months starting with the last day in respect of which the complaint is made |
| Failure to consult under TUPE | None | 3 months from the date of the transfer |
| Failure to provide written particulars of employment | None | 3 months starting from EDT* |
| Contract claim | None | 3 months from EDT* in the Employment Tribunal (6 years from breach in the High Court or County Court) |

*EDT means effective date of termination

Sick pay

| Payment | From 6 April 2022 |
|--------------------|-------------------|
| Statutory sick pay | £99.35 |

National minimum wage / Living wage

| Category of worker | From 1 April 2022 |
|-------------------------|-------------------|
| Aged 23 and over (NLW*) | £9.50 per hour |
| Aged 21-22 | £9.18 per hour |
| Aged 18-20 | £6.83 per hour |
| Aged 16-17 | £4.81 per hour |
| Apprentice | £4.81 per hour |
| Accommodation Offset | £8.70 per day |

*Since 1 April 2021, workers aged 23 and over are entitled to the National Living Wage (NLW).

Calculating statutory redundancy pay

| 1 1/2 week's pay | Each year in employment aged 41+ |
|-------------------------|---|
| 1 week's pay | Each year in employment aged 22-40 |
| 1/2 week's pay | Each year in employment aged 21 and under |
| Maximum week's pay | £571 |
| Maximum number of years | Last 20 worked |

Statutory minimum notice to employers

| Length of employment | Notice required |
|----------------------|---------------------------------|
| Under 1 month | No statutory notice requirement |
| 1 month or more | 1 week |

Statutory minimum notice to employees

| Length of employment | Notice required |
|----------------------|--|
| Under 1 month | No statutory notice requirement |
| 1 month to 2 years | 1 week |
| 2 years to 12 years | 1 week for each completed year of employment |
| 12 years or more | 12 weeks |

Working time

Subject to some exceptions and special cases

| Type of leave | Minimum amount |
|------------------------------|---|
| Paid annual leave | 5.6 weeks |
| Rest break after 6 hours | 20 minutes (30 minutes after 4 1/2 hours for 16-17 year olds) |
| Daily rest period | 11 hours (12 hours for 16-17 year olds) |
| Weekly rest period | 24 hours (48 hours for 16-17 year olds) |
| Maximum average working time | 48 hours per week (in last 17 weeks) |