



Human Resources



Do you employ staff?

Employment Law Update - April 2023

Further to our January Employment Law Update, we would like to remind you of the Statutory Payment Increases which are taking place this month:

Statutory Payment Increases

National Minimum Wage

From 1 April 2023 the National Minimum Wage rates will increase as follows:

- Apprentices under 19 or over 19 and in the first year of their apprenticeship, the NMW rate will increase from £4.81 to £5.28 an hour.
- Young Workers aged 16 and 17, the NMW rate will increase from £4.81 to £5.28 per hour.
- Development rate for workers aged 18 and 20 will increase from £6.83 to £7.49 per hour.
- Workers aged 21 and 22, the NMW rate will increase from £9.18 to £10.18 an hour.
- Workers aged 23 and over, the NMW rate will increase from £9.50 to £10.42 per hour.

Family Friendly Payments

From 3 April 2023 Family Friendly Payments i.e., Statutory Maternity Pay (SMP), Statutory Adoption Pay (SAP), Statutory Shared Parental Pay (ShPP), Statutory Paternity Pay (SPP) and Statutory Parental Bereavement Pay (SPBP) will increase from £156.66 to £172.48 per week.

From 6 April 2023 Statutory Sick Pay (SSP) will increase from £99.35 to £109.40 per week, with the Lower Earnings Limit (LEL) remaining at £123 per week.

Compensation Payment Limits

From 6 April 2023 the following Compensation Payments limits will apply:

- Limit on a week's pay for calculating a statutory redundancy payment and unfair dismissal basic award will be £643.
- Maximum basic award for unfair dismissal and statutory redundancy payment (30 weeks' pay subject to the limit on a week's pay) will be £19,290.

- Maximum compensatory award for unfair dismissal — subject to a maximum cap of a year's pay will be £105,707.

How Can We Help?

If you have any queries relating to the content of this newsletter, or any other HR related topic, please do not hesitate to contact us at hradvice@hasslefreehr.co.uk.

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