

U.K. Employment Fact Sheet 2022

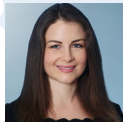
The U.K. employment team at Faegre Drinker advises national and international employers on all their employment needs, from standard contract and handbook reviews to managing dismissals and enforcing post-termination restrictions. We pride ourselves on giving pragmatic solutions to often difficult employment situations and doing so in a responsive and user-friendly way.

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Maximum Compensation Limits *From 6 April 2022*

Unfair dismissal maximum award*	£111,008
- Basic award*	£17,130
- Compensatory award*	£93,878 or 52 weeks' gross pay, if lower
Statutory redundancy pay*	£17,130
Failure to inform or consult about TUPE transfer	13 weeks' gross pay
Failure to inform or consult about collective redundancies	90 days' gross pay per dismissed employee
Discrimination	Uncapped
Whistleblowing	Uncapped
Limit on a week's pay*	£571

*Figures are for Great Britain only. Different figures apply in Northern Ireland.

Family Leave *From 3 April 2022*

Statutory maternity leave	<ul style="list-style-type: none">Up to 52 weeksNo minimum length of service required
Statutory maternity pay	<ul style="list-style-type: none">90% of average weekly earnings for the first 6 weeks£156.66 per week (or 90% of average earnings, if lower) for the next 33 weeksEmployee must have 26 weeks' service by the 15th week before the expected week of childbirth
Statutory paternity leave	<ul style="list-style-type: none">1 or 2 weeksEmployee must have 26 weeks' service by the 15th week before the expected week of childbirth
Statutory paternity pay	<ul style="list-style-type: none">£156.66 per week (or 90% of average earnings, if lower)Employee must have 26 weeks' service by the 15th week before the expected week of childbirth
Statutory adoption leave	<ul style="list-style-type: none">Up to 52 weeksNo minimum length of service required
Statutory adoption pay	<ul style="list-style-type: none">90% of average weekly earnings for the first 6 weeks£156.66 per week (or 90% of average earnings, if lower) for the next 33 weeksEmployee must have 26 weeks' service by the week when they are notified of being matched with the child
Statutory shared parental leave	<ul style="list-style-type: none">Up to 50 weeks (reduced by each week the mother spends on statutory maternity leave)Employee must have 26 weeks' service by the 15th week before the expected week of childbirth
Statutory shared parental pay	<ul style="list-style-type: none">£156.66 per week (or 90% of average earnings, if lower) for up to 37 weeksEmployee must have 26 weeks' service by the 15th week before the expected week of childbirth
Statutory parental bereavement leave	<ul style="list-style-type: none">1 or 2 weeks to be taken in the first 56 weeks after the death of a childNo minimum length of service required
Statutory parental bereavement pay	<ul style="list-style-type: none">£156.66 per week (or 90% of average earnings, if lower)Employee must have 26 weeks' service by the week immediately preceding the week of the death or stillbirth

Sickness *From 6 April 2022*

Statutory sick pay	£99.35 per week
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National Minimum Wage *From 1 April 2022*

Aged 23 and above (National Living Wage)	£9.50 per hour
Aged 21 to 22 inclusive	£9.18 per hour
Aged 18 to 20 inclusive	£6.83 per hour
Aged under 18 (but above compulsory school leaving age)	£4.81 per hour
Apprentices	£4.81 per hour