



## 2023 RATES AND LIMITS

### National Minimum Wage

From 1 April 2023

National Living Wage (age 25 and over)	£10.42 an hour
National Minimum Wage (age 21-24)	£10.18 an hour
National Minimum Wage (age 18-20)	£7.49 an hour
National Minimum wage (under 18)	£5.28 an hour
National Minimum Wage (apprentice rate if under 19 or in first year of apprenticeship)	£5.28 an hour

### Statutory minimum payments

From 6 April 2023

Statutory maternity and adoption pay	6 weeks at 90% of average weekly earnings then lesser of £172.48 a week or 90% of average weekly earnings
Statutory paternity, shared parental and parental bereavement leave	Lesser of £172.48 or 90% of average weekly earnings
Statutory sick pay	£109.40 a week

### Statutory maximum payments

From 6 April 2023

Week's pay (for calculation of basic award and statutory redundancy payments)	£643
Statutory redundancy payment/basic award maximum	£17,130
Unfair dismissal maximum compensatory award	Lesser of £105,707 and 1 year's pay

### Injury to feelings awards for discrimination and whistleblowing claims

From 6 April 2023

Lower band	£1,100 to £11,200
Middle band	£11,200 to £33,700
Upper band	£33,700 to £56,200
Exceptional cases	Over £56,200