

## Key current rates and limits 2023/2024

This year, the following rates and limits apply:

The **National Minimum Wage** will increase as follows from 1 April 2023

- Age 23 or over (NLW rate): £10.42.
- Age 21 to 22: £10.18.
- Age 18 to 20: £7.49.
- Age 16 to 17: £5.28.
- Apprentice rate: £5.28.
- Accommodation offset amount: £9.10.

**Statutory Sick Pay** will increase from £99.35 to £109.40 per week from 10 April 2023.

**Statutory maternity, paternity, shared parental and adoption pay** will increase from £156.66 per week to £172.48

### Employment Tribunal:

For **dismissals** on or after 6 April 2023:

- The basic award and redundancy payments– the cap for a week's pay will increase from £571 to £643 per week
- Compensatory Award – the maximum statutory compensatory award for unfair dismissal has increased from £93,878.00 to £105,707.

### Injury to feelings award:

Compensation can be awarded as follows (for claims presented between 6 April 2023 and 5 April 2024):

- Lower band: £1,100 to £11,200 (for isolated incidents or less serious cases)
- Middle band: £11,200 to £33,700 (for cases that are more serious but not the most serious)
- Upper band: £33,700 to £56,200 (for the most serious cases)

In cases of the most serious discrimination or harassment, the compensation can be higher than the upper band, depending on the circumstances of the case.

