

A quick reminder of the key new rates and limits coming into effect in April.

<p>National Minimum Wage</p>	<p>National Minimum Wage – Hourly Rates From 1 April</p> <table border="1" data-bbox="502 573 1437 828"> <tr> <td>21 – 22 year olds</td> <td>£9.18</td> </tr> <tr> <td>18 – 20 year olds</td> <td>£6.83</td> </tr> <tr> <td>16 – 17 year olds</td> <td>£4.81</td> </tr> <tr> <td>Apprentice rate</td> <td>£4.81 for apprentices aged under 19 and all those in the first year of their apprenticeship.</td> </tr> </table> <p>National Living Wage – Hourly Rate From 1 April</p> <table border="1" data-bbox="502 891 1437 931"> <tr> <td>Age 23 or over</td> <td>£9.50</td> </tr> </table>	21 – 22 year olds	£9.18	18 – 20 year olds	£6.83	16 – 17 year olds	£4.81	Apprentice rate	£4.81 for apprentices aged under 19 and all those in the first year of their apprenticeship.	Age 23 or over	£9.50
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<p>Increased benefit rates for 2022/23</p>	<ul style="list-style-type: none"> Statutory Maternity Pay, Statutory Adoption Pay, Statutory Paternity Pay, Statutory Shared Parental Pay and Statutory Parental Bereavement Pay will increase from £151.97 to £156.66 per week from 3 April 2022. Statutory Sick Pay will increase from £96.35 to £99.35 per week from 6 April. 										
<p>Tribunal compensation limits</p>	<p>New limits on certain Employment Tribunal awards will come into force for dismissals taking effect on or after 6 April. The two key changes are:</p> <ul style="list-style-type: none"> The limit on the compensatory award for “ordinary” unfair dismissal will increase from £89,493 to £93,878. The maximum amount of a week’s pay for the purposes of calculating statutory redundancy payments and the unfair dismissal basic award increases from £544 to £571. <p>Note that the cap on the compensatory award for “ordinary” unfair dismissal is the lower of the statutory limit set out above and 52 weeks’ pay of the individual concerned.</p>										

Gender Pay Gap reporting: A quick reminder also that private sector employers in Great Britain with 250 employees or more should report their gender pay gap data as usual this year – the deadline is 4 April 2022; this was confirmed by the Government Equalities Office in January. Unlike in recent years, there will be no waiving of the obligations or any delay in the reporting deadline.

The rates and limits set out in this alert apply to England, Wales and Scotland.

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