



A quick reminder of the key new rates and limits coming into effect next month.

<p>National Minimum Wage</p>	<p>National Minimum Wage – Hourly Rates From 1 April</p> <table border="1"> <tr> <td>21 – 22-year-olds</td> <td>£10.18</td> </tr> <tr> <td>18 – 20-year-olds</td> <td>£7.49</td> </tr> <tr> <td>16 – 17-year-olds</td> <td>£5.28</td> </tr> <tr> <td>Apprentice rate</td> <td>£5.28 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"> <tr> <td>Age 23 or over</td> <td>£10.42</td> </tr> </table>	21 – 22-year-olds	£10.18	18 – 20-year-olds	£7.49	16 – 17-year-olds	£5.28	Apprentice rate	£5.28 for apprentices aged under 19 and all those in the first year of their apprenticeship.	Age 23 or over	£10.42
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<p>Increased Benefit Rates for 2023/24</p>	<ul style="list-style-type: none"> • SMP, SAP, SPP and SSPP will increase from £156.66 to £172.48 per week. • SSP will increase from £99.35 to £109.40 per week. 										
<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 £93,878 to £105,707. • The maximum amount of a week’s pay for the purposes of calculating statutory redundancy payments and the unfair dismissal basic award increases from £571 to £643. <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>										

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

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