



2022 RATES AND LIMITS

National Minimum Wage

From 1 April 2022

National Living Wage (age 25 and over)	£9.50 an hour
National Minimum Wage (age 21-24)	£9.18 an hour
National Minimum Wage (age 18-20)	£6.83 an hour
National Minimum wage (under 18)	£4.81 an hour
National Minimum Wage (apprentice rate if under 19 or in first year of apprenticeship)	£4.81 an hour

Statutory minimum payments

From 6 April 2022

Statutory maternity and adoption pay	6 weeks at 90% of average weekly earnings then lesser of £156.66 a week or 90% of average weekly earnings
Statutory paternity, shared parental and parental bereavement leave	Lesser of £156.66 or 90% of average weekly earnings
Statutory sick pay	£99.35 a week

Statutory maximum payments

From 6 April 2022

Week's pay (for calculation of basic award and statutory redundancy payments)	£571
Statutory redundancy payment/basic award maximum	£17,130
Unfair dismissal maximum compensatory award	Lesser of £93,878 and 1 year's pay

Injury to feelings awards for discrimination and whistleblowing claims

From 6 April 2022

Lower band	£900 to £9,900
Middle band	£9,900 to £29,600
Upper band	£29,600 to £49,300
Exceptional cases	Over £49,300