DEAN WILSON
SOLICITORS

Statutory Payments

1. Parental Payments from April 2023

Type of payment	Current rate	Maximum period
Statutory maternity pay (high rate)	90% of normal weekly earning	6 weeks
Statutory maternity pay (basic rate)	£172.48 per week or 90% of normal weekly earnings if lower	33 weeks
Maternity allowance	£172.48 per week or 90% of normal weekly earnings if lower	39 weeks
Statutory paternity pay	£172.48 per week or 90% of normal weekly earnings if lower	2 weeks
Statutory adoption pay	£172.48 per week or 90% of normal weekly earnings if lower	39 weeks
Shared parental pay	£172.48 per week or 90% of normal weekly earnings if lower	Balance of SMP period unused by mother before commencement of Shared Parental Leave

2. National Minimum Wage from April 2023

Type of payment	Current rate	
National Living Wage (Age 23+)	£10.42 per hour	
Workers aged 21-22	£10.18 per hour	
Workers aged 18-20	£7.49 per hour	
Workers aged 16-17	£5.28 per hour	
Apprentices	£5.28 per hour	
Accommodation offset per day	£9.10 per hour	Maximum daily deduction from NMW to account for the provision of accommodation

3. Sickness Payments (from April 2023)

Type of payment	Current rate	Max period
Statutory sick pay (SSP)	£109.40 per week	28 weeks

4. Unfair Dismissal Compensation Limits (from April 2023)

Type of payment	Maximum current rate
Unfair dismissal basic award	£19,290
Unfair dismissal compensatory award	£105,707 or 12 months' gross salary if lower
Statutory cap on a week's pay for basic award purposes	£643

5. Redundancy Payments (from April 2023)

Statutory cap on a week's pay for redundancy payment purpose	£643
Maximum statutory redundancy payment	£19,290

NB- these limits and payments are subject to periodic amendments, usually annually in April. If in doubt please contact Dean Wilson LLP to verify the current payment rate.

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