

Employment Changes

April 2022

NATIONAL MINIMUM WAGE

National Living Wage for 23+
Effective from 1st April 2021

AGE	2022	2021	Real Living Wage which is voluntary is • £9.90 outside London • £11.05 for London
23 and over	£9.50	£8.91	
21 - 22	£9.18	£8.36	
18 - 20	£6.83	£6.56	
16 - 17	£4.81	£4.62	
Apprentices	£4.81	£4.30	

STATUTORY SICK PAY

Effective from 6th April 2022

2022	2021
£99.35	£96.35

STATUTORY FAMILY LEAVE PAYMENTS

MATERNITY / PATERNITY / ADOPTION / SHARED PARENTAL / PARENTAL BEREAVEMENT

Effective from 3rd April 2022

2022	2021
£156.66	£151.97

STATUTORY REDUNDANCY

Effective from 6th April 2022

2022	2021
£571	£544

COMPENSATION LIMITS

Effective from 6th April 2022

	2022	2021
Max award for unfair dismissal	£93,878	£89,493
Min award for unfair dismissal relating to H&S, employee reps, TU or occupational pension trustee	£6,959	£6,634

Other Changes April 2022

- National Insurance Contributions (NIC) will see a 1.25% increase in Class 1 Primary NIC for employees and Class 1 Secondary NIC rates for employers effective 6th April.
- There are changes regarding Right to Work checks, from 6 April 2022, the right to work of those who hold a biometric residence card (BRC), biometric residence permit (BRP) or frontier worker permit (FWP) can only be done online. Also, the temporary adjusted checks during the pandemic were due to end on 6th April but has now been deferred to 30 September 2022. This is to allow employers to establish provider partnerships, systems and processes to use Identification Document Validation Technology (IDVT) to carry out digital checks on British and Irish citizens who hold a valid passport.

