

Employment Changes

April 2023

NATIONAL MINIMUM WAGE

National Living Wage for 23+
Effective from 1st April 2023

AGE	2022	2023	Real Living Wage which is voluntary is
23 and over	£9.50	£10.42	• £10.90
21 - 22	£9.18	£10.18	outside
18 - 20	£6.83	£7.49	London
16 - 17	£4.81	£5.28	• £11.95 for
Apprentices	£4.81	£5.28	London

STATUTORY SICK PAY

Effective from 6th April 2023

2022	2023
£99.35	£109.40

STATUTORY FAMILY LEAVE PAYMENTS

MATERNITY / PATERNITY / ADOPTION / SHARED PARENTAL / PARENTAL BEREAVEMENT

Effective from 2nd April 2023

2022	2023
£156.66	£172.48

STATUTORY REDUNDANCY

Effective from 6th April 2023

2022	2023
£571	£643

COMPENSATION LIMITS

Effective from 6th April 2023

	2022	2023
Max award for unfair dismissal	£93,878	£105,707

Discrimination awards are uncapped

Other Changes 2023

Flexible working

The government has committed to make changes including:

- The right to make a flexible working request from day one, removing the existing 26 weeks' service requirement;
 - A need to consult with employees, to explore available options, before rejecting a flexible working request;
 - Two requests can be made in any 12-month period;
 - Shortening the period for employers to respond to flexible working requests from three to two months;
 - Removing the requirement for the employee to explain the potential impact on their employer and suggest ways these effects could be mitigated.
- There is no date as yet when these changes will be introduced.



The Retained EU Law (Revocation and Reform) Bill

All EU-derived employment law will automatically be repealed on 31 December 2023 unless legislation is introduced to keep it. Laws including working time regulations, paid right to holiday, and TUPE could change or expire at the end of the year. It could mean changes to employee rights, contracts, policies and procedures.