



# Winckworth Sherwood

## Employments Rates and Legislation - MARCH 2022 UPDATE

### Compensation Limits

#### Vento bands for injury to feelings

For claims presented on or after 6 April 2021, the Vento bands are as follows:

- Top band for most serious cases e.g. long campaign of discrimination or harassment  
**£29,600 - £49,300** (up from £27,000 - £45,000)
- Middle band for cases that are serious but don't fill into top band e.g. serious one-off act or lengthy but less serious act  
**£9,900 - £29,600** (up from £9,100 - £27,400)
- Lower band for less serious cases of discrimination e.g. one-off relatively minor act  
**£990 - £9,900** (up from £900 - £9,000)

#### Basic award for Unfair Dismissal and Statutory Redundancy Pay

For termination dates after 6 April 2022 a weeks' pay is **£571** (up from £544 in 2021)

Employee's complete continuous employment should be calculated as follows:

- 1.5 x £571 for each year of employment in which the employee was aged 41 or over at the beginning of the year
- 1 x £571 for each year of employment in which the employee was aged 22-40 at the beginning of the year
- 0.5 x £571 for each year of employment in which the employee was under the age of 22 for any part of that year

To a maximum of 20 years' service.

Maximum Statutory Redundancy Pay = **£17,130**  
(up from £16,320)

#### Compensatory award for Unfair Dismissal

For termination dates after 6 April 2022 the compensatory award is capped at the lower of 52 weeks' gross pay and **£93,878** (up from £89,493 in 2021).

**Compensatory Award + Statutory Award = £111,008**

### 2022 Legislative Changes at a glance

#### 3 April 2022

SMP, paternity, adoption, parental bereavement and shared parental pay are set to increase to £156.66 per week (up from £151.97 in 2021)

#### 6 April 2022

SSP is set to increase to £99.35 per week (up from £96.35 in 2021)

#### 1 April 2022 – National Minimum Wage Rates

23+ years: **£9.50 an hour** (National Living Wage)  
(up from £8.91 an hour in 2021)

21 – 22 year olds: **£9.18 an hour** (up from £8.36 an hour in 2021)

18 – 20 year olds: **£6.56 an hour** (same as 2021)

16 – 17 year olds: **£4.62 an hour** (same as 2021)

Apprentices: **£4.81 an hour** (up from £4.30 an hour in 2021)