

Minimum Wage Rates

Age Bands	1 st April 2021	New Rate from 1 st April 2022
National Living Wage 23 years old and over	£8.91	£9.50
National Minimum Wage 21 – 22 years old	£8.36	£9.18
National Minimum Wage 18 – 20 years old	£6.56	£6.83
National Minimum Wage 16 – 17 years old	£4.62	£4.81
Apprentice Rate 1 st yr+ ≥19 or ≤19	£4.30	£4.81
Accommodation Offset Daily rate	£8.36	£8.70

<https://www.nibusinessinfo.co.uk/content/minimum-wage-rates-increase-1-april-2022>

Working Time Regulations – Main Rights and Responsibilities

The Working Time Regulations (Northern Ireland) 2016 -These Regulations consolidate and replace the provisions of the Working Time Regulations (Northern Ireland) 1998 (the '1998 Regulations') and the ten Statutory Rules which amended it from 1998 to 2009. <https://www.legislation.gov.uk/nisr/2016/49/contents/made>

- Maximum average working week of 48 hours. Workers can choose to opt out of this maximum limit.
- Maximum average limit of 8 hours night work - no opt-out.
- Free health assessments for night workers.
- 11 hours of uninterrupted rest between each working day.
- 1 whole day off a week or 2 days off per fortnight.
- 20 minutes rest break if required to work more than 6 hours.
- 5.6 weeks paid annual leave.

Provisions relating to Young Workers (those who are above compulsory school leaving age and below the age of 18)

- Maximum working hours of 8 hours a day or 40 hours a week – no averaging and no opt-out. May work longer hours in limited circumstances.
- No night working although there are certain exceptions.
- 12 hours of uninterrupted rest in each 24-hour period in which they work.
- 2 days off per week.
- 30-minute rest break if required to work 4.5 hours or more.
- Annual leave entitlements as above.

The **Education Authority** now deals with all aspects of employing young workers.

Statutory Sick Pay (SSP) Rates

Weekly rate of SSP is £99.35 from 6th April 2022, for employees with average weekly earnings of £123 (gross) or more and is paid for a maximum of 28 weeks.

Currently in Northern Ireland, employers still have to pay SSP for 1st 3 days an employee is off with coronavirus-related reason. <https://www.nibusinessinfo.co.uk/content/calculate-statutory-sick-pay>

Family Friendly Pay Rates from 3rd April 2022

1. **Statutory Maternity Pay (SMP)** - payable for a maximum of 39 weeks. The **first six weeks** is **90%** of average weekly earnings. The remaining 33 weeks are paid at the lower of 90% of average weekly earnings or £156.66 from 3rd April 2022. Qualifying conditions include earning at least £123 a week (gross) in an 8-week 'relevant period'.
2. **Statutory Paternity Pay (SPP)** - £156.66 or 90% of average weekly earnings, whichever is lower.
3. **Statutory Adoption Pay (SAP)** - same as maternity pay.
4. **Statutory Shared Parental Leave Pay (ShPP)** - £156.66 or 90% of average weekly earnings, whichever is lower.
5. **Statutory Parental Bereavement Leave (SPBP) from 6th April 2022** - £156.66 or 90% of average weekly earnings, whichever is lower

<https://www.nibusinessinfo.co.uk/content/new-statutory-payment-rates-2022-23>

Statutory Redundancy Pay

From 6th April 2022 the weekly pay will be limited to £594 gross
The maximum redundancy payment will be capped at £17,820
Daily guarantee pay rate - £31

Unfair Dismissal

Basic award - £17,820
Compensatory award - £94,063