



## Tribunal Compensation Limits 2023/24

The new employment tribunal compensation limits detailed herein are effective from 1 April 2023. The new limits apply where the 'appropriate date' (which varies according to the different types of claim) is on or after 6 April 2023. The changes are as follows:

Compensation	2022/23	2023/24
Maximum amount of week's pay (used for calculating a redundancy payment or for various awards including the unfair dismissal basic award)	£571	£643
Limit on amount of unfair dismissal compensatory award *	£93,878	£105,707
Maximum basic award for unfair dismissal	£17,130	£19,290
Maximum total basic and compensatory awards for unfair dismissal	£111,008	£124,997
Minimum amount of unfair dismissal basic award for trade union, health and safety, working time representative, pension scheme trustee and employee representative dismissals	£6,959	£7,836
Minimum amount for unlawful exclusion or expulsion from trade union	£10,628	£11,967
Maximum guarantee payment per day	£31	£35
Amount for unlawful inducement relating to trade union membership/activities or collective bargaining	£4,554	£5,128
Additional award for failure to comply with reinstatement or re-engagement order (26-52 weeks' pay maximum)	£29,692	£33,436

\* Compensatory awards in unfair dismissal cases are also subject generally to a limit of 52 weeks' actual pay if that is less than the set statutory figure.

Disclaimer: This factsheet provides information in relation to the designated topic. However, information is not the same as professional advice and although we have gone to great lengths to ensure that the information here is both accurate and useful, we would urge you to contact us for further advice and whether its interpretation / application is appropriate to particular situations.

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Compensation	2022/23	2023/24
Failure to allow right to be accompanied correctly (two weeks' pay capped at the statutory amount)	£1,142	£1,286
Failure to give written statement of particulars (two or four weeks' pay capped at the statutory amount)	£1,142 or £2,284	£1,286 or £2,572
Flexible working regulations (eight weeks' pay capped at the statutory amount)	£4,568	£5,144

The Vento bands for calculating injury to feelings awards in discrimination claims for England, Wales and Scotland remain the same as of 6 April 2023:

- £1,100 to £11,200 (lower band - less serious cases)
- £11,200 to £33,700 (middle band - cases not meriting an upper band award)
- £33,700 to £56,200 (upper band - most serious cases)
- £56,200 cap (most exceptional, serious cases)

\* These bands do not apply in Northern Ireland.

**If you have any questions on any of the issues covered in this factsheet, or any other HR, Employment Law or Health, Safety & Wellbeing matter, please do not hesitate to contact one of our consultants on 01942 727200 or email [enquiries@employeemanagement.co.uk](mailto:enquiries@employeemanagement.co.uk)**