

# Employment Law Factsheet

## Compensation Limits

Weekly pay	£430
Statutory redundancy payment	£12,900
Unfair dismissal basic award	£12,900
Unfair dismissal compensatory award	£72,300
Breach of contract	£25,000
Discrimination	Unlimited

## Qualification Periods

Discrimination / Protected disclosure	None
Unfair dismissal	1 year
Statutory redundancy payment	2 years

## Statutory Redundancy Pay Calculation

Complete years of employment x age factor x weekly pay	
Complete years of employment	Maximum of 20 years
Age factor	Age under 22 : 0.5 Age 22-40 : 1 Age 41 & over : 1.5
Weekly pay	Maximum of £430

## Statutory Minimum Notice Periods

Less than one month	None
One month up to 2 years	1 week
2 years up to 12 years	1 week per complete year
12 years+	At least 12 weeks

## National Minimum Wage

Age 21+	£6.08
Age 18-20	£4.98
Age 16-17	£3.68
Apprentices aged under 19 or in their first year of apprenticeship	£2.60

## Weekly Statutory Payments

Statutory Sick Pay	£81.60
Statutory Maternity Pay	90% of weekly earnings
6 weeks	£128.73 or 90% of weekly earnings, whichever is lower
33 weeks	
Maternity Allowance	£128.73 or 90% of weekly earnings, whichever is lower
39 weeks	
Statutory Paternity Pay	£128.73 or 90% of weekly earnings, whichever is lower
2 weeks	
Statutory Adoption Pay	£128.73 or 90% of weekly earnings, whichever is lower
39 weeks	

## Qualification Periods for Family Friendly Rights

Statutory Maternity Leave (Ordinary and Additional)	None
Statutory Maternity Pay	26 weeks' continuous service up to and including the qualifying week*
Statutory Paternity Leave (Ordinary and Additional)	26 weeks' continuous service up to and including the qualifying week* or the week adopter is notified of having been matched
Statutory Paternity Pay	26 weeks' continuous service up to and including the qualifying week* or the week adopter is notified of having been matched
Statutory Adoption Leave (Ordinary and Additional)	26 weeks' continuous service ending with the week notified of having been matched
Statutory Adoption Pay	26 weeks' continuous service ending with the week notified of having been matched
Flexible Working	26 weeks
Parental Leave	1 year

\*The 'qualifying week' is the 15th week before the expected week of childbirth

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