

EMPLOYMENT LAW FACTSHEET

COMPENSATION LIMITS	
Weekly pay	£380
Statutory redundancy payment	£11,400
Unfair dismissal basic award	£11,400
Unfair dismissal compensatory award	£65,300
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	
<i>Complete years of employment x age factor x weekly pay</i>	
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 £380

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 22+	£5.80
Age 18-21	£4.83
Age 16-17	£3.57

WEEKLY STATUTORY PAYMENTS	
Statutory Sick Pay	£79.15
Statutory Maternity Pay 6 weeks 33 weeks	90% of weekly earnings £123.06 or 90% of weekly earnings, whichever is lower
Maternity Allowance 39 weeks	£123.06 or 90% of weekly earnings, whichever is lower
Statutory Paternity Pay 2 weeks	£123.06 or 90% of weekly earnings, whichever is lower
Statutory Adoption Pay 39 weeks	£123.06 or 90% of weekly earnings, whichever is lower

Please note that the information contained in this factsheet is based on the law as it stands at 15 February 2010. Barlow Robbins LLP accepts no liability for any errors or omissions in the information herein and accepts no responsibility for any person who takes action and/or relies on any information that has been provided. It is no substitute for proper legal advice taken on the basis of full information regarding the facts.

BARLOW ROBBINS LLP
Solicitors

www.barlowrobbins.com

Guildford – The Oriel

The Oriel
Sydenham Road
Guildford
Surrey
GU1 3SR

Tel: 01483 562901
Fax: 01483 464260

Woking

Concord House
165 Church Street East
Woking
Surrey
GU21 6HJ

Tel: 01483 748500
Fax: 01483 729933