

EMPLOYMENT LAW FACTSHEET

COMPENSATION LIMITS	
Weekly pay	£400
Statutory redundancy payment	£12,000
Unfair dismissal basic award	£12,000
Unfair dismissal compensatory award	£68,400
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 £400

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+	£5.93
Age 18-20	£4.92
Age 16-17	£3.64
Apprentices aged under 19 or in their first year of apprenticeship	£2.50

WEEKLY STATUTORY PAYMENTS	
Statutory Sick Pay	£79.15
Statutory Maternity Pay 6 weeks 33 weeks	90% of weekly earnings £124.88 or 90% of weekly earnings, whichever is lower
Maternity Allowance 39 weeks	£124.88 or 90% of weekly earnings, whichever is lower
Statutory Paternity Pay 2 weeks	£124.88 or 90% of weekly earnings, whichever is lower
Statutory Adoption Pay 39 weeks	£124.88 or 90% of weekly earnings, whichever is lower

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*
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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
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Flexible Working	26 weeks
Parental Leave	1 year

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

Please note that the information contained in this factsheet is based on the law as it stands at 4 October 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.



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