

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

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 £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+	£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

Please note that the information contained in this factsheet is based on the law as it stands at 6 April 2011. 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.

Guildford
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