

# Employment facts

## Maximum Compensation Limits

### Unfair dismissal

Basic award	£12,000
Compensatory award	£68,400

### Discrimination

No limit
Includes amount for injury to feelings of
£600 - £30,000

Statutory weekly pay	£400 per week
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These figures apply where the dismissal took place on or after 1 February 2011.

## National Minimum Wage

From 1 October 2011

Adult rate (over 21)	£6.08 per hour
Development rate (18 – 20)	£4.98 per hour
School leavers (16 – 17)	£3.68 per hour
Apprentices	£2.60 per hour

## Sickness absence

Statutory sick pay	£81.60 per week for a maximum of 28 weeks
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SSP is only payable after 3 qualifying days' absence

## Parental payments

Statutory maternity pay	6 weeks - 90% of normal earnings 33 weeks - £128.73 per week or 90% of normal weekly earnings if lower
Statutory paternity pay	2 weeks - £128.73 per week or 90% of normal weekly earnings if lower
Statutory adoption pay	39 weeks - £128.73 per week or 90% of normal weekly earnings if lower

## Annual leave

5.6 weeks' paid leave per year for all workers. This period can include bank and public holidays.

## Statutory redundancy pay

Statutory redundancy pay is based on an employee's age and length of employment. An employee must have at least two years service to qualify and only the 20 most recent years of employment are taken into account.

Under 22	0.5 week's pay per year
Between 22 and 40	1 week's pay per year
41 or over	1.5 week's pay per year

A week's pay has an upper limit of £400  
The maximum payment is £12,000

This information is correct as at 1 September 2011. It is intended as a summary. We should be happy to advise you further on how to protect your position (as an employer, employee or worker) and what procedural steps you may need to consider.

## For further information:

Please contact the employment team on +44 (0)1892 506 041 or [petra.venton@crippslaw.com](mailto:petra.venton@crippslaw.com)