

This factsheet has been compiled by the employment department of William Sturges, solicitors.

Our specialist employment department advises a diverse range of businesses and institutions on all aspects of employment and discrimination law, and the law relating to trade unions and industrial relations.

We also act for directors, senior executives and City workers in connection with the termination of employment, discrimination, contractual disputes over bonuses and post-termination restrictions.

No decision should be made in reliance on the contents of this publication as it is not intended to replace the need to seek expert legal and tax advice.

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Employment Facts and figures 2008



William Sturges & Co is regulated by the Solicitor's Regulation Authority.
A list of Partners is available for inspection at each office.
The firm is a member of the Association of Independent European Lawyers

Tribunal compensation limits (from 1 February 2008)

| | |
|---|-----------------|
| A week's pay (cap) | £ 330 per week |
| Basic award for unfair dismissal | £ 9,900 (max) |
| Basic award if dismissal for health and safety and trade union activity | £ 4,400 (min) |
| Compensatory award for unfair dismissal | £ 63,000 (max) |
| Statutory redundancy payment | £ 9,900 (max) |
| Failure to give statement of emp particulars | £ 1,320 (max) |
| Guarantee payments (short time or temp lay off) | £ 20.40 per day |
| Refusal of right of accompaniment | £ 660 (max) |
| Discrimination: eg. race, sex, disability | no limit |
| Dismissal for: health and safety and whistleblowing | no limit |
| Contract claims in tribunals | £ 25,000 (max) |

Unfair dismissal

| | |
|---------------------------------|-----------------------|
| Qualifying service | 12 months less 1 week |
| If automatically unfair reasons | none |

Redundancy payments

| | |
|----------------------------|----------|
| Qualifying service | 2 years |
| Time limit to submit claim | 6 months |

Statutory sick pay (from 6 April 2008)

| | |
|---------------------------------------|--------|
| SSP (for max 28 weeks in any 3 years) | £75.40 |
|---------------------------------------|--------|

Discrimination

| | |
|-----------------------------------|---------------------|
| Qualifying service | none |
| Normal time limit to submit claim | 3 months less 1 day |

Equal pay

| | |
|-----------------------------------|---------------------------|
| Qualifying service | none |
| Normal time limit to submit claim | 6 months from termination |

Parental payments

| | |
|--|---------------------|
| Maternity pay higher rate (1st 6 weeks) | 90% normal earnings |
| Maternity pay basic rate (next 33 weeks) | £117.18 pw |
| Paternity pay (for 2 weeks) | £117.18 pw |
| Adoption pay (for 39 weeks) | £117.18 pw |

National minimum wage

| | | |
|-------------|---------------------------|------------------------|
| Age 22 + | £5.52 ph (to 30 Sept '08) | £5.73 (from 1 Oct '08) |
| Age 18 - 21 | £4.60 ph (to 30 Sept '08) | £4.77 (from 1 Oct '08) |
| Age 16 - 17 | £3.40 ph (to 30 Sept '08) | £4.77 (from 1 Oct '08) |