



At a glance^o

Current rates and limits for employment lawyers

Go further

For further information and more rates and limits, see PLC Employment checklist, Current rates and limits for employment lawyers.

Compensation limits

Limit on a week's pay	From 1 February 2012 £430 (max)
Unfair dismissal compensatory award	£72,300 (max)*
Statutory redundancy pay/unfair dismissal basic award	£12,900 (max)
Unfair dismissal basic award (certain dismissals only) ^o	£5,300 (min)
Guarantee payment £23.50 (max each day)	£117.50 (max in any 3 months)
Failure to inform or consult over TUPE transfer	13 weeks' pay (max) [†]
Failure to inform or consult over collective redundancy	90 days' pay (max) [†]
Breach of contract claim in employment tribunal	£25,000 (max)

* Statutory limit does not apply where the reason for unfair dismissal or redundancy selection was whistleblowing or carrying out health and safety activities.

^o Dismissals for reasons of trade union membership or activities or acting as a health and safety representative, employee representative, workforce representative or pension scheme trustee.

[†] Statutory limit on a week's pay does not apply.

Maternity, paternity and adoption

Statutory maternity, paternity and adoption pay (prescribed rate)	£135.45 (each week) <i>From 1 April 2012</i>
Maternity allowance	£135.45 (each week) <i>From 9 April 2012</i>

Sickness

Statutory sick pay	From 6 April 2012 £85.85 (each week)
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National minimum wage

Age 21+	From 1 October 2011 £6.08 (hourly)
Age 18-20	£4.98 (hourly)
Age 16-17	£3.68 (hourly)
Apprentices (if under 19 or in first year of apprenticeship)	£2.60 (hourly)