

TEN TOP EMPLOYMENT FACTS

CRISPIN



RHODES

1. TRIBUNAL AWARD LIMITS

One week's pay (for calculating basic award)	£400
Maximum compensatory award for unfair dismissal (NB No limit in some special cases)	£68,400
Maximum award for discrimination	Unlimited

2. REDUNDANCY

Qualifying period for payment to be made	2 years' continuous employment
Qualifying age	18 years
Maximum Statutory Redundancy Payment	£12,000
Maximum Weekly Wage	£400
Maximum No. of Years	20
Age Factors	
Up to 21	½ week's pay
22-40	1 week's pay
41 and over	1.5 weeks' pay

3. MATERNITY

Maternity Leave

Length of Employment	Length of Maternity Leave
Irrespective of length of service	52 weeks

Maternity Pay

Leave Period	Pay Level
First 6 weeks	90% of pay
Next 33 weeks (or 90% of average weekly earnings if less than £128.73)	£128.73 per week

4. PATERNITY

Paternity Leave

Length of Employment	Length of Paternity Leave
26 weeks' continuous service (completed by 15 th week before expected week of childbirth)	2 weeks

Paternity Pay (or 90% of average weekly earnings if less than £128.73)	£128.73 per week
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5. PARENTAL LEAVE

13 weeks' unpaid leave per child in total (18 weeks if child is disabled)

One year's qualifying service required

Maximum 4 weeks per year

6. ADOPTION

Adoption Leave – available to one nominated parent if adopting jointly.

Length of Employment

Irrespective of length of service

Length of Adoption Leave

52 weeks

Adoption Pay

Leave Period

Up to 26 weeks
(or 90% of average weekly earnings if less than £128.73)

Pay Level

£128.73 per week

7. FLEXIBLE WORKING

26 weeks' employment required

Child aged 16 and under (18 if disabled) or responsibility as a carer for an adult

One application per year

8. STATUTORY SICK PAY

Length of Absence

1-3 days
4 days to 28 weeks

Pay Level

nil
£81.60 per week

9. WORKING TIME REGULATIONS

Maximum hours per week (without opt-out) 48

Minimum paid holiday per year including statutory holidays 28 days

Minimum rest break during every 6 hours of work 20 mins

Minimum rest break between each working day 11 hours

Minimum days off per week 1

10. NATIONAL MINIMUM WAGE (NMW)

Age	Minimum Wage
16 – 17 years	£3.64 per hour
18 – 21 years	£4.92 per hour
22 years and over	£5.93 per hour
Apprentices not otherwise covered by the NMW	£2.50 per hour

The information set out in this document is correct at 1st May 2011. These summaries should not be applied to any particular set of facts without seeking professional advice.

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