

# TEN TOP EMPLOYMENT FACTS



## 1. TRIBUNAL AWARD LIMITS

One week's pay (for calculating basic award)	£350
Maximum compensatory award for unfair dismissal (NB No limit in some special cases)	£65,300
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	£11,400
Maximum Weekly Wage	£380
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	£123.06 per week
(or 90% of average weekly earnings if less than £123.06)	
Please note this rate increases to £124.88 per week from 4 April, 2010.	

## 4. PATERNITY

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

Paternity Pay £123.06 per week  
(or 90% of average weekly earnings if less than £123.06)  
Please note this rate increases to £124.88 per week from 4 April, 2010.

## 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	Length of Adoption Leave
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Irrespective of length of service	52 weeks
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Adoption Pay

Leave Period	Pay Level
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Up to 26 weeks (or 90% of average weekly earnings if less than £123.06) Please note this rate increases to £124.88 per week from 4 April, 2010.	£123.06 per week
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## 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	Pay Level
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1-3 days	nil
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4 days to 28 weeks	£79.15 per week
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Statutory sick pay, which normally increases on 6 April, will continue at the rate of £79.15 per week in 2010.

## 9. WORKING TIME REGULATIONS

Maximum hours per week (without opt-out)	48
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Minimum paid holiday per year including statutory holidays	28 days
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Minimum rest break during every 6 hours of work	20 mins
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Minimum rest break between each working day	11 hours
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Minimum days off per week	1
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## **10. NATIONAL MINIMUM WAGE**

Age	Minimum Wage
16 – 17 years	£3.57 per hour
18 – 21 years	£4.83 per hour
22 years and over	£5.80 per hour

### **PLEASE NOTE**

The information set out in this document is correct at 1<sup>st</sup> February, 2010. As the legislation that applies in this article/document is general in its context, your specific circumstances may require tailored advice for it to be effective. If in doubt, contact Crispin Rhodes on 01908 230969 or email [angela@crispinrhodes.co.uk](mailto:angela@crispinrhodes.co.uk)