

Compensation limits from 6 April 2024

| Complaint | Maximum award |
|---|---|
| Discrimination | Unlimited |
| Unfair dismissal: | |
| - Basic award week's pay | £700 |
| - Basic award | £21,000 |
| - Compensatory award | £115,115* |
| Additional award for failure to reinstate | 26 to 52 weeks' pay (£18,200 to £36,400) |
| A weeks' pay used to calculate basic awards and statutory redundancy payments | £700 |
| Statutory redundancy pay | £21,000 |
| Breach of contract | £25,000 |
| Dismissal for union or employee representative or pension trustee reasons: | |
| - Basic award | £21,000 (minimum £8,533) |
| - Compensatory award | £115,115* |
| Dismissal for health and safety reasons: | |
| - Basic award | £21,000 (minimum £8,533) |
| - Compensatory award | Unlimited |
| Dismissal for making a protected disclosure : | |
| - Basic award | £21,000 (minimum £8,533) |
| - Compensation award | Unlimited |
| Contract claims | £25,000 in the Employment Tribunal (no limit in the High or County Courts) |
| Failure to conduct collective consultation | 90 days' gross pay per employee |
| Failure to inform or consult over a TUPE transfer | 13 weeks' gross pay per employee |
| Breach of right to be accompanied | 2 weeks' pay (up to £1,400) |
| Breach of flexible working regulations | 8 weeks' pay (up to £5,600) |
| Failure to give a statement of employment particulars | £1,400 or £2,800 (two or four weeks' pay capped at the statutory amount) |
| Guarantee pay if no work is provided | £38.00 per day up to a maximum of £190.00 in respect of 5 days in any 3 month period. |
| Aggravated breach of a workers' rights | £20,000 |

Qualifying periods and time limits

| Complaint | Qualifying period | Time limit to bring claim |
|--|--|---|
| Discrimination | None | 3 months from the date of the act complained of |
| Equal pay | None | 6 months from the last day of employment in the Employment Tribunal (6 years from the breach in the High Court or County Court) |
| Written reasons for dismissal | 2 years (1 year if started work before 06.04.12) | 3 months starting from EDT* |
| Unfair dismissal | 2 years (1 year if started work before 06/04/12) | 3 months starting from EDT* |
| Automatically unfair dismissal e.g. pregnancy, health & safety and whistle blowing | None | 3 months starting from EDT* |
| Statutory redundancy payment | 2 years | 6 months from relevant date |
| Failure to conduct collective consultation | None | 3 months starting with the date the last dismissal takes effect |
| Failure to pay a protective award | None | 3 months starting with the last day in respect of which the complaint is made |
| Failure to consult under TUPE | None | 3 months from the date of the transfer |
| Written particulars of employment | None | 3 months from the date the employment ceased |
| Contract claim | None | 3 months from EDT* in the Employment Tribunal (6 years from breach in the High Court or County Court) |

*EDT means effective date of termination

Sick pay

| Payment | From 3 April 2024 |
|--------------------|-------------------|
| Statutory sick pay | £116.75 per week |

*or 52 weeks' actual gross pay at the time of dismissal, whichever is lower

National minimum wage / Living wage

| Category of worker | From 1 April 2024 |
|--|-------------------|
| Aged 21 and over (National Living Wage)* | £11.44 per week |
| Aged 18-20 | £8.60 per hour |
| Under 18 | £6.40 per hour |
| Apprentice under 19 or in their first year | £6.40 per hour |
| Accommodation Offset | £9.99 per day |

Calculating statutory redundancy pay

| Week's pay | Employment period |
|-------------------------|---|
| 1 1/2 week's pay | Each year in employment aged 41+ |
| 1 week's pay | Each year in employment aged 22-40 |
| 1/2 week's pay | Each year in employment aged 21 and under |
| Maximum week's pay | £700 |
| Maximum number of years | Last 20 worked |

Statutory minimum notice to employers

| Length of employment | Notice required |
|----------------------|---------------------------------|
| Under 1 month | No statutory notice requirement |
| 1 month or more | 1 week |

Statutory minimum notice to employees

| Length of employment | Notice required |
|----------------------|--|
| Under 1 month | No statutory notice requirement |
| 1 month to 2 years | 1 week |
| 2 years to 12 years | 1 week for each completed year of employment |
| 12 years or more | 12 weeks |

Working time

Subject to some exceptions and special cases

| Type of leave | Minimum amount |
|------------------------------|---|
| Paid annual leave | 5.6 weeks |
| Rest break after 6 hours | 20 minutes (30 minutes after 4.5 hours for 16-17 year olds) |
| Daily rest period | 11 hours (12 hours for 16-17 year olds) |
| Weekly rest period | 24 hours (48 hours for 16-17 year olds) |
| Maximum average working time | 48 hours per week (in last 17 weeks) |

*From 1 April 2024, workers aged 21 and over became entitled to the National Living Wage

Family friendly payments

| | From 7 & 8 April 2024 | Max period |
|---------------------------------------|--|---|
| Statutory maternity pay (higher rate) | 90% of normal weekly earnings | 6 weeks |
| Statutory maternity pay (basic rate) | £184.03 a week or 90% of normal weekly earnings if lower | 33 weeks |
| Statutory paternity pay | £184.03 a week or 90% of normal weekly earnings if lower | 2 weeks |
| Statutory adoption pay (higher rate) | 90% of normal weekly earnings | 6 weeks |
| Statutory adoption pay (basic rate) | £184.03 a week or 90% of normal weekly earnings if lower | 33 weeks |
| Shared parental pay | £184.03 a week or 90% of normal weekly earnings if lower | 39 weeks less any time taken by the mother or adopter |
| Parental bereavement leave pay | £184.03 a week or 90% of normal weekly earnings if lower | 2 weeks |
| Maternity allowance | £184.03 a week or 90% of normal weekly earnings if lower | 39 weeks |

Family friendly leave

| | Maximum entitlement |
|----------------------------|--|
| Statutory maternity leave | 52 weeks (26 weeks ordinary and 26 weeks additional) |
| Statutory paternity leave | 2 weeks leave |
| Statutory adoption leave | 52 weeks (26 weeks ordinary and 26 weeks additional) |
| Shared parental leave | 52 weeks less any time taken by the mother or adopter |
| Parental leave | 18 weeks unpaid per child in respect of children aged under 18 |
| Time off for dependants | "Reasonable" amount (unpaid) |
| Parental bereavement leave | 2 weeks leave |

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