

Employment Law

Key facts

Employment tribunal awards	From 6 April 2017	From 6 April 2018
One week's pay (for basic award)	£489	£508
Maximum basic award	£14,670	£15,240
Maximum compensatory award	The lower of £80,541 and 52 weeks' actual gross pay	The lower of £83,682 and 52 weeks' actual gross pay
Compensatory award for automatic unfair dismissal (whistle-blowing/health and safety)	No limit	No limit
Discrimination compensation	No limit	No limit
Maximum contract claim	£25,000	£25,000
Failure to provide statement of written particulars	2 or 4 weeks' pay (£978 or £1,956)	2 or 4 weeks' pay (£1,016 or £2,032)
Breach of right to be accompanied	2 weeks' pay (£978)	2 weeks' pay (£1,016)
Breach of flexible working regulations	8 weeks' pay (£3,912)	8 weeks' pay (£4,064)

Calculating a basic award/statutory redundancy payment (SRP)	From 6 April 2017	From 6 April 2018
Each year of employment below 22	½ week's pay	½ week's pay
Each year of employment between 22 and 40	1 week's pay	1 week's pay
Each year of employment 41+	1½ week's pay	1½ week's pay
One week's pay	£489	£508
Maximum length of service	20 years	20 years
Maximum SRP	£14,670	£15,240
Guarantee pay	£27 per day (maximum £135 or 5 days in 3 months)	£28 per day (maximum £140 or 5 days in 3 months)

Consultation	
Failure to inform/consult on a TUPE transfer	13 weeks' actual pay
Failure to consult on a collective redundancy	90 days' actual pay
Failure to file an HR1 form	Unlimited

Collective consultation	
100+ redundancies in 90 days	Minimum 45 days' consultation
20-99 redundancies in 90 days	Minimum 30 days' consultation

National minimum wage	From 1 April 2018	From 1 April 2019
National living wage 25+	£7.83 per hour	£8.21 per hour
Adult rate 21+	£7.38 per hour	£7.70 per hour
Development rate 18-20	£5.90 per hour	£6.15 per hour
Youth rate 16-17	£4.20 per hour	£4.35 per hour
Apprentice rate (under 19 or in first year)	£3.70 per hour	£3.90 per hour
Accommodation offset	£7.00 per day	£7.55 per day

Statutory sick payments	Amount (per week)		Period
	From 6 April 2017	From 6 April 2018	
Statutory sick pay	£89.35	£92.05	28 weeks
Statutory family payments	Amount (per week)		Period
	From 2 April 2017	From 1 April 2018	
Statutory maternity pay	90% of actual pay £140.98	90% of actual pay £145.18	6 weeks 33 weeks
Statutory paternity pay	£140.98	£145.18	1 or 2 weeks
Statutory adoption pay	90% of actual pay £140.98	90% of actual pay £145.18	6 weeks 33 weeks
Shared parental pay	£140.98 or 90% of normal weekly earnings if lower	£145.18 or 90% of normal weekly earnings if lower	39 weeks less any time taken by the mother or adopter

Statutory notice to employer	
Under 1 month's service	None
1 month+	1 week

Statutory notice to employee	
Under 1 month's service	None
1 month to 2 years	1 week
2-12 years	1 week per year of employment
12 years+	12 weeks

Working Time Regulations (subject to exceptions and special cases)	
Paid annual leave	5.6 weeks
Rest break after 6 hours	20 minutes (30 minutes after 4½ 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

Vento bands (compensation for injury to feelings in discrimination claims)	From 11 September 2017	From 6 April 2018
Lower band	£800 to £8,400	£900 to £8,600
Middle band	£8,400 to £25,200	£8,600 to £25,700
Upper band	£25,200 to £42,000	£25,700 to £42,900

Contact us



Karen Plumbley-Jones
Managing Associate (Practice Development Lawyer)

T: +44 (0)175 267 7903
E: karen.plumbley-jones@wbd-uk.com