

Employment Statistics — From October 09

- **Employment Tribunal Awards:**

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| • Discrimination cases | £limitless |
| • Maximum for unfair dismissal | £65,300* |
| • Maximum for breach of contract | £25,000 |
| • Maximum basic award for unfair dismissal | £11,400 |
| • Limits for guarantee payments (day) | £21.20 |
| • Limits on a week's pay | £380 |

*There is no limit where the employee is dismissed unfairly or selected for redundancy for reasons connected with Health and safety matters or public interest disclosure (whistle blowing).

- **Minimum hourly wage rates:**

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|-----------------------|-------|
| • Aged 22 and over | £5.80 |
| • Aged 18 to 21 years | £4.83 |
| • Aged 16 & 17 years | £3.57 |

- **Statutory Maternity Pay from April 2010:**

Paid for 39 weeks as follows:

- 90% of the employee's average weekly earnings, with no upper limit for the first 6 weeks.
- £124.88 or 90% of average weekly earnings if the 90% is less than £123.06 for the remaining 33 weeks.

- **Statutory Adoption Pay from April 2010:**

Paid for 39 weeks as follows:

- £124.88 or 90% of average weekly earnings if the 90% is less than £124.88 for 39 weeks.

- **Statutory Paternity Pay:**

Paid for 2 weeks as follows:

- £124.88 or 90% of the employee's average weekly earnings if the 90% rate is less than £124.88 (subject to qualification).

- **Statutory Sick Pay**

The weekly rate is £79.15

- **Statutory Redundancy Pay:**

- The maximum payment is 30 weeks or £10,500, £380 per week.
- Employees must have worked for 2 continuous years with the same employer and from the age of 18 years.
- Calculations for pay are dependant upon age & length of service