

Employment Statistics

- **Employment Tribunal Awards:**

• Discrimination cases	£limitless
• Maximum for unfair dismissal	£63,000*
• Maximum for breach of contract	£25,000
• Maximum basic award for unfair dismissal	£9,900
• Limits for guarantee payments (day)	£19.60
• Limits on a week's pay	£330

*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:**

• Aged 22 and over	£5.52
• Aged 18 to 21 years	£4.60
• Aged 16 & 17 years	£3.40

- **Statutory Maternity Pay from 6th April 2008:**

Paid for 39 weeks as follows:

- 90% of the employee's average weekly earnings, with no upper limit for the first 6 weeks.
- £117.18 or 90% of average weekly earnings if the 90% is less than £117.18 for the remaining 33 weeks.

- **Statutory Adoption Pay from 6th April 2008:**

Paid for 39 weeks as follows:

- £117.18 or 90% of average weekly earnings if the 90% is less than £117.18 for 39 weeks.

- **Statutory Paternity Pay:**

Paid for 2 weeks as follows:

- £117.18 or 90% of the employee's average weekly earnings if the 90% rate is less than £117.18 (subject to qualification).

- **Statutory Sick Pay**

The weekly rate is £75.40.

- **Trade Union**

The minimum award for employees who are excluded or expelled from a trade union is £6,600.

- **Statutory Redundancy Pay:**

- The maximum payment is 30 weeks or £9,900, £330 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.