

# Employment Key Figures | 2017



REFRESHING LAW

Down to Earth

## STATUTORY MINIMUM NOTICE \* contractual may be greater

PERIOD OF CONTINUOUS EMPLOYMENT	NOTICE (WEEKS)
Less than one month	0
Up to 2 years	1
2 – 3 years	2
3 – 4 years	3
4 – 5 years	4
5 – 6 years	5
6 – 7 years	6
7 – 8 years	7
8 – 9 years	8
9 – 10 years	9
10 – 11 years	10
11 – 12 years	11
12 years' plus	12

## SICK PAY & PARENTAL RIGHTS

	MAX PERIOD	PAYMENT
Statutory Sick Pay	28 weeks	£88.45
Statutory Maternity Pay (higher rate)	6 weeks	90% of normal weekly earnings
Statutory Maternity Pay (basic rate)	33 weeks	£139.58 or 90% weekly earnings if lower
Paternity Leave	1 or 2 weeks	£139.58 or 90% weekly earnings if lower
Shared Parental Leave	50 weeks	£139.58 or 90% weekly earnings if lower

## NATIONAL MINIMUM WAGE

AGE	OCTOBER 2016	APRIL 2017
National Living Wage (Age 25+)	£7.20	£7.50
Age 21+	£6.95	£7.05
Age 18 – 20	£5.55	£5.60
Age 16 – 17	£4.00	£4.05
Apprentices	£3.40	£3.50

## EMPLOYMENT TRIBUNAL FEES

CLAIM	ISSUE FEE	HEARING FEE	TOTAL COST
Type A	£160	£230	£390
Type B	£250	£950	£1200

## COMPENSATION LIMITS

### Maximum award from April 2017

Week's pay	£489
Basic award – unfair dismissal up to 30 weeks	£14,670
Statutory redundancy pay maximum up to 30 weeks	£14,670
Award for unfair dismissal	£80,541 or 52 weeks (whichever is lower)
Failure to reinstate or reengage (26 to 52 weeks' pay)	£12,714 - £25,428
Breach of the right to be accompanied (up to 2 weeks' pay)	£978
Breach of flexible working regulations (up to 8 weeks' pay)	£3,912
Failure to provide written particulars of employment (2 or 4 weeks' pay)	£978-£1956
Breach of contract in employment tribunal	£25,000
Failure to inform or consult (collective redundancy)	90 days' actual pay
Failure to inform or consult (TUPE transfer)	13 weeks' actual pay
Failure in respect of a flexible working request	£3,912
Guaranteed pay (per day)	£27
Guaranteed pay (in any 3 months)	£130



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