

COMPENSATION LIMITS

The limits applicable to certain Employment Tribunal awards are to be increased from 6 April 2017

EMPLOYMENT RIGHT	MAXIMUM AWARD	
	OLD AMOUNT	NEW AMOUNT
Unfair Dismissal		
Basic Award	£14,370	£14,670 (a) (b)
Compensatory Award	£78,962	£80,541 (a) (b)
Additional Award (unreasonable failure to reinstate)	£12,454 - £24,908	£12,714 - £25,428 i.e. 26-52 weeks' capped pay
Redundancy Pay		
Limit on week's pay for calculation purposes (where applicable)	£14,370 £479 (gross)	£14,670 (a) (c) £489 (gross) (b)
Discrimination		
Race, sex, disability, sexual orientation, religion or belief, age, gender reassignment, pregnancy/maternity, marriage/civil partnership	No Limit	No Limit
Breach of Contract claim/wrongful dismissal (Employment Tribunal claims)		
	£25,000	£25,000
Dismissal for union/employee representative or pension trustee reasons		
Basic Award	£14,370 (min £5,853)	£14,670 (min £5,970)
Health and safety reasons		
Basic Award	£14,370 (min £5,853)	£14,670 (min £5,970)
Compensatory Award	No Limit	No Limit
Dismissal for 'whistle blowing' (protected disclosure)		
Compensatory Award	No Limit	No Limit

- (a) The Secretary of State will change these figures annually in line with the retail prices index every year.
- (b) Applies to dismissals where the effective date of termination falls on or after 6 April 2017.
- (c) Applies to dismissals where the "appropriate date" falls on or after 6 April 2017.

If you would like details of our 2017 Seminars please visit the seminar page on our website.
www.howespercival.com

STATUTORY PAYMENTS

NATIONAL MINIMUM WAGE		
AGE	CURRENT AMOUNT	FROM 1 APRIL 2017
16 - 17	£4.00 per hour	£4.05 per hour
18 - 20 *	£5.55 per hour	£5.60 per hour
Apprenticeship Rate **	£3.40 per hour	£3.50 per hour
21 + (Adult Rate)	£6.95 per hour	£7.05 per hour
NATIONAL LIVING WAGE		
AGE	CURRENT AMOUNT	FROM 1 APRIL 2017
25+	£7.20 per hour	£7.50 per hour
* Development Rate		
** Applies to apprentices under 19 years old or over 19 but in first year of apprenticeship		
GUARANTEE PAY		
	CURRENT AMOUNT	FROM 6 APRIL 2017
Limit on amount of guarantee payment payable to an employee in respect of any day	£130.00 (5 days in any period of 3 months) (£26.00 a day)	£135.00 (5 days in any period of 3 months) (£27.00 a day)
FAMILY FRIENDLY PAY RATES		
	CURRENT AMOUNT	FROM 2 APRIL 2017
Statutory Maternity Pay - standard rate	£139.58 per week	£140.98 per week
Statutory Paternity Pay - standard rate	£139.58 per week	£140.98 per week
Statutory Adoption Pay - standard rate	£139.58 per week	£140.98 per week
Shared Parental Pay	£139.58 per week	£140.98 per week
SICK PAY RATES		
	CURRENT AMOUNT	FROM 2 APRIL 2017
Statutory Sick Pay - standard rate	£88.45 per week	£89.35 per week

Howes Percival LLP Employment Team

Our employment law specialists provide comprehensive, practical and commercial legal advice in all areas of employment law and HR related work and representation at Employment Tribunals.

Cambridge

Terrington House
13/15 Hills Road
Cambridge
CB2 1NL

Tel: 01223 791000
DX: 5804 Cambridge

Leicester

3 The Osiers Business Centre
Leicester
Leicestershire
LE19 1DX

Tel: 0116 247 3500
Fax: 0116 247 3539
DX: DX 710913 - Leicester Meridian

Manchester

Second Floor
19 Spring Gardens
Manchester
M2 1FB

Tel: 0161 259 0400
Fax: 0161 839 9953
DX: 14398 Manchester

Milton Keynes

Bell House, First Floor
Seebeck Place, Knowlhill
Central Milton Keynes
MK5 8FR

Tel: 01908 672682
Fax: 01908 672638
DX: DX31419 Milton Keynes

Northampton

Nene House
4 Rushmills, Northampton
Northamptonshire
NN4 7YB

Tel: 01604 230400
Fax: 01604 620956
DX: 155329 Northampton 31

Norwich

Flint Buildings
1 Bedding Lane
Norwich
NR3 1RG

Tel: 01603 762103
Fax: 01603 762104
DX: 5280 Norwich

EMPLOYMENT LAW FACTS & FIGURES

2017

ACCRUAL OF EMPLOYMENT RIGHTS

QUALIFYING PERIOD	Day 1
<ul style="list-style-type: none"> Protection against UNFAIR DISMISSAL for various reasons including: <ul style="list-style-type: none"> Pregnancy/childbirth and maternity, adoption, paternity, parental and shared parental leave; Undertaking activities aimed at improving health and safety; Refusal to work on Sundays; Assertion of rights under Working Time Regulations; Performance of duties as trustee of occupational pension scheme; Performance of functions as employee representative; Making a protected disclosure; Assertion of statutory rights, including right to National Minimum Wage and right to certain tax credits; Claim for union recognition; Trade union reason; Part-time worker or fixed term employee status. 52 weeks maternity or adoption leave for employees regardless of their length of service Protection against DISCRIMINATION on grounds of: <ul style="list-style-type: none"> Sex Race Religion or belief Sexual orientation Disability Age Gender reassignment Marriage & civil partnership Pregnancy & maternity A written statement of particulars of employment (to be received no later than 2 months after starting employment) 	
QUALIFYING PERIOD	1 month
<ul style="list-style-type: none"> At least one week's notice of termination of contract Guarantee payment in case of lack of work Payment of salary during suspension on medical grounds for health and safety reasons Right not to be dismissed on medical grounds for health and safety reasons 	
QUALIFYING PERIOD	26 Weeks
<ul style="list-style-type: none"> Two weeks' paid paternity leave within 56 days of birth or adoption ('ordinary paternity leave') 6 weeks maternity or adoption pay at 90% of employee's salary and 33 weeks at the standard SMP/SAP rates 39 weeks Shared Parental Pay (less any weeks of SMP, MA or SAP) Right to request time off to train (where employer has 250 or more employees) Right to request flexible working 	
QUALIFYING PERIOD	2 Years
<ul style="list-style-type: none"> Right to receive a statutory redundancy payment Protection from unfair dismissal for reasons other than those listed above 	

Howes Percival LLP is a limited liability partnership registered in England and Wales with registered number OC 322781 and is authorised and regulated by the Solicitors Regulation Authority. The information about legal matters is provided as a general guide only and should not be relied upon or construed as constituting legal advice and Howes Percival LLP disclaims liability in relation to its use. You should seek appropriate legal advice before taking or refraining from taking any action.

www.howespercival.com

**HOWES
PERCIVAL**

Cambridge 01223 791000 Leicester 0116 247 3500 Manchester 0161 259 0400 Milton Keynes 01908 672682 Northampton 01604 230400 Norwich 01603 762103