

Working time

Type of leave	Minimum amount
Paid annual leave	5.6 weeks
Rest break after 6 hours	20 minutes (30 minutes after 4.5 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)

Family friendly payments

Payment	From 2 April 2017 (maximum pay) 10 April for Maternity Allowance	Maximum period
Statutory Maternity Pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory Maternity Pay (basic pay)	£140.98 a week or 90% of normal weekly earnings if lower	33 weeks
Maternity Allowance	£140.98 a week or 90% of normal weekly earnings if lower	39 weeks
Statutory Paternity Pay	£140.98 a week or 90% of normal weekly earnings if lower	2 weeks
Statutory Adoption pay (higher rate)	90% of normal weekly earnings	6 weeks
Statutory Adoption pay (basic pay)	£140.98 a week or 90% of normal weekly earnings if lower	33 weeks
Shared Parental Pay	£140.98 a week or 90% of normal weekly earnings if lower	39 weeks, less any weeks spent by the child's mother or adopter in receipt of Statutory Maternity Pay, Maternity Allowance, or Statutory Adoption Pay

Family friendly leave

Type of leave	Maximum entitlement
Statutory Maternity Leave	52 weeks
Statutory Paternity Leave	2 weeks
Statutory Adoption Leave	52 weeks (26 weeks ordinary adoption leave, 26 weeks additional adoption leave)
Shared Parental Leave	50 weeks available
Parental Leave	18 weeks unpaid per child up to 18 th Birthday
Time off for dependants	"Reasonable" amount

National Minimum Wage

Category of worker	At 30 September 2016	1 April 17
Apprentices	£3.30	£3.50 under 19 or in first year of apprenticeship
Aged 16-17	£4.00	£4.05
Aged 18-20	£5.55	£5.60
Aged 21+	£6.95	£7.05
Aged 25+	£7.20	£7.50

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2017/2018



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Compensation limits from April 2017

Complaint	Maximum award
Discrimination	Unlimited
Unfair dismissal: <ul style="list-style-type: none"> Basic award Compensatory award 	£14,670 The lower of statutory cap £80,541 or 52 weeks' pay at the time of dismissal
Additional award for failure to reinstate	26-52 weeks' pay (£12,714 - £25,428)
A week's pay used to calculate basic awards and statutory redundancy payments	£489
Statutory redundancy pay	£14,670
Automatically unfair dismissal e.g. union or employee representative, pension trustee or H&S reasons: <ul style="list-style-type: none"> Basic award 	£14,670 (minimum £5,970)
Dismissal for making a protected disclosure: (For H&S reasons) <ul style="list-style-type: none"> Basic award Compensatory award 	£14,670 No limit
Contract claims	£25,000 aggregate in the Employment Tribunal
Failure to conduct collective redundancy consultation	90 days' gross pay (no limit on a weeks' pay)
Failure to inform or consult over a TUPE transfer	13 weeks' gross pay (no limit on a weeks' pay)
Breach of right to be accompanied	2 weeks' pay (up to £978)
Breach of flexible working regulations	8 weeks' pay (up to £3,912)
Failure to give statement of employment particulars	(2-4 weeks' pay) £978 - £1,956
Guarantee pay if no work is provided	£27 a day (subject to a maximum of 5 days or £135 in any 3 months)

Qualifying periods and time limits

Complaint	Qualifying period	Time limit to bring claim
Discrimination	None	3 months from the date of the act complained about or such other period as the Employment Tribunal thinks is "just and equitable"
Equal pay	None	6 months from the last day of employment in the Employment Tribunal (6 years in the High Court or County Court)
Written reason for dismissal*	2 years	3 months starting from Effective Date of Termination (EDT)
Unfair dismissal	2 years	3 months starting from Effective Date of Termination (EDT)
Automatically unfair dismissal eg. pregnancy, health and safety and whistleblowing	None	3 months starting from Effective Date of Termination (EDT)
Statutory redundancy pay	2 years	6 months from relevant date
Failure to conduct collective redundancy consultation	None	3 months starting with the date the last dismissal takes effect
Failure to pay a protective award	None	3 months starting with the last day in respect of which the complaint is made
Failure to consult under TUPE	None	3 months starting from the date of transfer
Written particulars of employment	1 month	3 months from the date employment ceased
Contract claims	None	3 months from the Effective Date of Termination (EDT) in the Employment Tribunal (6 years in the High Court or County Court)

Sick Pay - from April 2017

Payment	6 April 2016
Statutory Sick Pay	£89.35

Calculating statutory redundancy pay

1.5 weeks' pay	Each year in employment aged 41+
1 week's pay	Each year in employment aged 22-40
0.5 week's pay	Each year in employment aged 21 & under
Maximum week's pay	£489

Statutory minimum notice to employers

Length of employment	Notice required
Under 1 month	No statutory notice requirement
1 month or more	1 week

Statutory minimum notice to employees

Length of employment	Notice required
Under 1 month	No statutory notice requirement
1 month to 2 years	1 week
2 years to 12 years	1 week for each completed year of service
12 years or more	12 weeks