

## Our employment team

Our clear and pragmatic advice enables our clients to best position themselves to achieve their goals. From day to day HR support to tricky employment law issues, we are here to help.

We always address any employment issue as an individual set of circumstances, specific to our client.

Our team of specialist employment lawyers take pride in their expertise.



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## Key Employment Facts and Figures 2018

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## National minimum wage

Hourly rate	1 Apr 17	1 Apr 18
Apprentices <sup>1</sup>	£3.50	£3.70
Age 16-17	£4.05	£4.20
Age 18-20	£5.60	£5.90
Age 21-24	£7.05	£7.38
National Living Wage (Age 25+)	£7.50	£7.83

<sup>1</sup> Under 19 yrs old or 19 yrs old and in the first 12 months of their apprenticeship

## Statutory payments for family leave

Weekly rate	Apr 17	Apr 18
Maternity/adoption pay <sup>2</sup> prescribed rate (max)	£140.98	£145.18
Paternity pay <sup>3</sup> /Shared parental pay (max)	£140.98	£145.18

<sup>2</sup> The first 6 weeks are paid at 90% of normal weekly earnings followed by 33 weeks at the statutory weekly rate or average weekly earnings if lower

<sup>3</sup> Only paid for up to 2 weeks

## Statutory payments for sickness

Weekly rate	6 Apr 17	6 Apr 18
Sick pay (SSP)	£89.35	£92.05

The first 3 consecutive days of sickness absence are unpaid and SSP only paid for up to 28 weeks

## Compensation amounts

	Max	6 Apr 17	6 Apr 18
Statutory week's pay used in the below calculations unless stated		£489	£508
Statutory redundancy payment	up to 30 wks pay	£14,670	£15,240
Unfair dismissal basic award	up to 30 wks pay	£14,670	£15,240
Unfair dismissal compensatory award		£80,541	£83,682*
Breach of right to be accompanied	up to 2 wks pay	£978	£1,016
Breach of flexible working regulations	up to 8 wks pay	£3,912	£4,064
Failure to give written particulars of employment	2 or 4 wks pay	£978/ £1,956	£1,016/ £2,032
Failure to inform or consult: collective redundancy		90 days' pay	90 days' pay
Failure to inform or consult: TUPE transfer		13 weeks' pay	13 weeks' pay

\* Or 12 months gross salary whichever is lower and can be unlimited in certain circumstances

## Breach of Contract limit

Tribunal can deal with breach of contract claims    Max value    £25,000

## Statutory Notice Periods

Employer	Length of service	Min Notice
	Less than 1 month	0
	1 month - 2 years	1 week
	2 years	2 weeks
	3 years	3 weeks
	4 years	4 weeks
	5 years	5 weeks
	6 years	6 weeks
	7 years	7 weeks
	8 years	8 weeks
	9 years	9 weeks
	10 years	10 weeks
	11 years	11 weeks
	12 years & over	12 weeks
Employee	Length of service	Min Notice
	Less than 1 month	0
	1 month or more	1 week