



DoyleClayton

Workplace Lawyers
Delivering Workplace Solutions

EMPLOYMENT LAW
ESSENTIALS
2016/17

Compensation Limits

	6 Apr 2015	6 April 2016
Unfair dismissal compensatory award (max) ¹	£78,335 (or 52 weeks' gross pay if lower)	£78,962 (or 52 weeks' gross pay if lower)
Max weekly pay	£475	£479
Max Statutory redundancy pay/basic award (30 weeks)	£14,250	£14,370
Min basic award ²	£5,807	£5,853
Failure to reinstate (max 26-52 weeks' pay)	£12,350-£24,700	£12,454-£24,908
Refusal of right to be accompanied (max 2 weeks' pay)	£950	£958
Breach of contract action limit in tribunal	£25,000	£25,000
Breach of flexible working request process (max 8 weeks' pay)	£3,800	£3,832
Redundancy – collective consultation failure (max)	90 days' pay ³	90 days' pay ³
TUPE – failure to inform/consult (max)	13 weeks' pay ³	13 weeks' pay ³
Increased award for faulty written particulars (2 to 4 weeks' pay)	£950-£1,900	£958-£1,916

ACAS Code of Practice - Disciplinary and Grievance Procedures

A failure to follow the Code may result in uplift in compensation by up to 25%.

NB: the ACAS Code does not apply to dismissals due to redundancy or the non-renewal of a fixed term contract. Copies of the ACAS Code can be found at:

www.acas.org.uk/index.aspx?articleid=2174



Payments for Time off Work (per week)

	5 Apr 2015	6 Apr 2016
Max prescribed maternity pay rate ⁴	£139.58	£139.58
Max prescribed adoption pay rate ⁴	£139.58	£139.58
Max prescribed paternity pay rate ⁴	£139.58	£139.58
Max prescribed shared parental pay rate ⁴	£139.58	£139.58
	6 Apr 2015	6 Apr 2016
Statutory sick pay rate	£88.45	£88.45
Lower earnings limit	£112.00	£112.00

- 1 Unlimited where dismissal is for reasons connected with health and safety matters or public interest disclosures.
- 2 Only where dismissal is for reason of trade union membership/activities, health and safety, pension scheme trustee or employee representative duties.
- 3 Actual weekly pay, not capped rate.
- 4 In case of maternity and adoption pay only, first six weeks paid at 90% of actual earnings if this exceeds prescribed rate.

Doyle Clayton – Workplace lawyers delivering workplace solutions

From our offices in the City of London, Mayfair, Canary Wharf and Reading we work with businesses and individuals throughout the UK, providing them with high quality legal services at competitive rates.

Contact Us:

London City

One Crown Court, Cheapside, London, EC2V 6LR

T: 020 7329 9090

London Mayfair

Berger House, 36-38 Berkeley Square, London, W1J 5AE

T: 020 3696 7171

London Canary Wharf

Level 10, One Canada Square, London, E14 5AA

T: 020 7042 7200

Reading

Sovereign House, Vastern Road, Reading RG1 8BT

T: 0118 959 6839

info@doyleclayton.co.uk

www.doyleclayton.co.uk

Authorised and regulated by the Solicitors Regulation Authority.

Doyle Clayton Solicitors Limited (trading as Doyle Clayton Solicitors) is registered as a Limited Company in England and Wales under number 6963121

Registered office: One Crown Court, Cheapside, London EC2V 6LR

Employment Law Essentials is available as a download from our website where you will also find regular workplace law, business immigration, pension and health and safety updates throughout the year.