

EMPLOYMENT LAW HANDY FACTS 2017

QUALIFICATION PERIOD AND TIME LIMITS			
		Qualifying Period	Time Limit to bring claim
Dismissal	Written reasons for dismissal	2 years	3 months starting from EDT*
Dismissal	Unfair Dismissal	2 years with some exceptions	3 months starting from EDT
Redundancy	Payment	2 years	6 months from relevant date
Redundancy	Failure to consult over proposed redundancies	None	Before dismissal or 3 months starting from date on which dismissal takes effect in cases involving collective redundancies
Pregnancy	Dismissal	None	3 months from EDT
Discrimination		None	3 months from date of last act complained of
Equal pay		None	6 months starting from termination of employment
Guarantee pay		1 month	3 months starting from date when payment is payable
Contract claim		None	At ET* – 3 months from EDT or last working day At Court – 6 years from breach of contract
COMPENSATION LIMITS			
		Limit on	Maximum Award
Unfair dismissal	Basic award	£489	£14,670
	Compensatory award	-	£80,541
	Additional award – failure to re-instate	£489	£12,714 - £25,428
	Redundancy pay	£489	£14,670
	Discrimination		No limit
Dismissal Trade union reasons	Basic award	£489	Subject to a minimum of £5,970
	Compensatory award	-	£80,541
	Guarantee pay	£26 (per day)	
	Contractual claims brought in ET*		£25,000
STATUTORY NOTICE			
Length of Employment		Notice to employee by employer	
Under 1 month		No statutory notice required	
1 month – 2 years		1 week	
2 years – 12 years		1 week for each completed year of employment	
Over 12 years		12 weeks	
<i>Notice to employers by employees is 1 week after 1 month's employment</i>			
REDUNDANCY CALCULATION			
AGE OF EMPLOYEE		MULTIPLIER	
Between 18-21		0.5 x week's pay	
Between 22 – 41		1 x week's pay	
41 onwards		1.5 x week's pay	
<i>An employee must complete 2 years service to qualify for redundancy. The week's pay is an actual week's gross pay up to a maximum of £489. Only the most recent 20 years service are taken into account if long term employee. The multiplier is subject to a maximum of 30 weeks.</i>			
National Minimum wage From April 2017			
Adult rate (25 and over)		£7.50 per hour	
21-24		£7.05 per hour	
Development rate (18-20)		£5.60 per hour	
Under 18		£4.05 per hour	
Apprentice		£3.50 per hour	
<i>*EDT – Effective date of termination. * ET – Employment Tribunal</i>			

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