

Employment Law News

Employment Tribunal Compensation Limit Increases as Effective from the 1st February 2012

Under the provisions of the Employment Rights (Increase of Limits) Order 2011, from the 1st February 2012, new increased compensation limits will apply for Employment Tribunal claims, including a revised figure of £430.00 for the maximum amount of a week's pay, and a higher maximum unfair dismissal compensatory award of £72,300.00.

The revised rates are as follows:

- The standard maximum rate of a week's pay, which is used for calculating a redundancy payment, or for awards such as an award for unfair dismissal, will increase from the current rate of £400.00 per week to £430.00 per week.
- The maximum compensatory award for unfair dismissal will increase from the current rate of £68,400.00 to £72,300.00.
- The minimum basic compensatory award for unfair employee representative, health and safety, pension scheme trustee, trade union and working time dismissals will increase from the current rate of £5,000.00 to £5,300.00.
- The minimum basic compensatory award for unlawful exclusion or expulsion from trade union will increase from the current rate of £7,600.00 to £8,100.00.
- The maximum guarantee payment per day will increase from the current rate of £22.20 to £23.50 per day.
- The compensatory award for unlawful inducement relating to collective bargaining and/or trade union activities and/or membership will increase from the current rate of £3,300.00 to £3,500.00.

The new limits apply where the appropriate date is on or after the 1st February 2012. The appropriate date varies according to the type of claim as set out in Article 4(2) of the 2011 Order.

For further information, please contact:-

Gavin Hoccom

T:- 029 2055 7200

E:- gavin.hoccom@thomas-simon.co.uk

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