

Employment rates and limits 2015/16

Compensation limits

(Maximum unless stated)

From 6 April 2015 to 5 April 2016

Limit on a week's pay	£475
Basic award for unfair dismissal or statutory redundancy payment	£14,250 (30 weeks' pay)
Compensatory award for unfair dismissal*	£78,335 or 52 weeks' pay, whichever is the lower
Automatically unfair dismissal basic award (minimum)**	£5,807
Breach of contract actions heard in the ET	£25,000
Failure to inform or consult over collective redundancy***	90 days' actual pay
Failure to inform or consult over a TUPE transfer***	13 weeks' actual pay
Failure to give statement of employment particulars	£1,900 (4 weeks' pay)
Flexible working requests	£3,800 (8 weeks' pay)
Guarantee payment	£26 per day

* limit does not apply where the reason for dismissal or redundancy selection is making a protected disclosure or carrying out health and safety activities

** applies where the principal reason for dismissal is trade union membership or activities or acting as an employee representative, workforce representative, health and safety representative or pension scheme trustee

*** limit on a week's pay does not apply

Tribunal fees

Type of single claimant

Issue fee

Hearing fee

Type A Claims	£160	£230
Type B Claims	£250	£950
Employment Appeal Tribunal	£400	£1,200

Time off work

From 6 April 2015 to 5 April 2016

Statutory maternity pay (SMP) and statutory adoption pay (SAP) (earnings-related rate)	90% of employee's normal weekly earnings (for first 6 weeks)
SMP and SAP (prescribed rate), maternity allowance, statutory paternity pay, and shared parental pay	£139.58 per week or 90% of normal weekly earnings if lower

Sickness

From 6 April 2015 to 5 April 2016

Statutory sick pay (SSP)	£88.45 per week
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Minimum hourly wage

Worker's age

1 October 2015

1 April 2016

25 and over	£6.70	£7.20
21 and over	£6.70	£6.70
18 to 20	£5.30	£5.30
16-17 (excluding apprentices)	£3.87	£3.87

Payments on insolvency

(Maximum unless stated)

From 6 April 2015
to 5 April 2016

Arrears of pay (8 weeks' pay)	£3,800
Statutory notice pay (12 weeks' pay)	£5,700
Holiday pay (6 weeks' pay)	£2,850
Basic award or statutory redundancy pay (30 weeks' pay)	£14,250

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