

# The Policy Company Limited

October 2009

## Statutory Payments Schedule

### Limits on Tribunal Awards

Item	For events occurring on or after 1st October 2009 (£)
<b>Maximum amount of a week's pay</b> for the purpose of various awards including the basic or additional award of compensation for unfair dismissal.	<b>380</b>
<b>Maximum amount of a week's pay</b> for the purpose of calculating a redundancy payment	<b>380</b>
<b>Minimum basic award</b> of compensation for unfair dismissal. Can be higher in <b>certain cases</b> , e.g. involving safety reps, trade union activities etc.	<b>1 week's pay - up to the statutory maximum of £380</b>
<b>Maximum basic award</b> in ordinary unfair dismissal cases – 30 week's pay	<b>11,400</b>
<b>Maximum compensatory award</b> in ordinary unfair dismissal cases	<b>66,200</b>
<b><u>Maximum possible award</u></b> in <b>ordinary</b> unfair dismissal cases	<b>77,600</b>
Limit on the amount of <b>guarantee payment</b> payable to an employee in respect of a day's pay.	<b>21.50</b>

NB.

There is no statutory cap on compensation payable under the sex, race and disability legislation, or the *whistleblower* provisions.

There is a limit of £25,000 on awards made by **tribunals** in breach of contract (ie wrongful dismissal) cases. Also the statutory cap on compensation which a tribunal can award in unfair (as opposed to wrongful) dismissal cases is as a general rule removed altogether in cases where the dismissal is automatically unfair.

**An additional award of compensation** may in certain cases (e.g. failure to reinstate) be made by a tribunal. Such awards will not generally be less than 26 times a week's pay (£9,880) or more than 52 times, (£19,760).

**The regular annual increase in the value of a week's pay is now suspended until February 2011**

#### Footnote:

Our updates are for general advice and guidance, and are not offered as an authoritative or complete statement of the law. Readers are reminded that The Policy Company Limited is not engaged in the business of providing legal advice of any kind, and if this is required, then the services of a qualified lawyer should be sought. Not all statutory payments are included.

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### National Minimum Wage

Rates	Value as at 1 <sup>st</sup> October 2009 (per hour)
The main <i>Adult</i> rate (for workers age 22 and over)	<b>£5.80</b>
The <i>Development</i> rate (for workers age 18 to 21 inclusive)	<b>£4.83</b>
The <i>Young Persons'</i> rate (for workers age 16 to 17, inclusive)	<b>£3.57</b>

**The rate is reviewed every year and changes take place on 1<sup>st</sup> October**

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### The Normal Statutory Payments

Item	Value as at October 2009
Statutory Sick Pay (SSP)	<b>£79.15 per week</b>
Statutory Maternity Pay (SMP)	First 6 weeks - 90% of average gross weekly earnings with no upper limit, followed by the Standard Rate ( <b>£123.06</b> ) or a rate equal to 90% of average weekly earnings, whichever rate is lower.
Statutory Paternity Pay (SPP)	Statutory Paternity Pay is paid for one or two consecutive weeks at the Standard Rate ( <b>£123.06</b> ) or a rate equal to 90% of average weekly earnings, whichever rate is lower.
Statutory Adoption Pay (SAP)	Statutory Adoption Pay is paid for up to 39 consecutive weeks at the Standard Rate ( <b>£123.06</b> ) or a rate equal to 90% of average weekly earnings, whichever rate is lower.

**The rates are reviewed every year and changes take place in April**

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### Redundancy Payments

Item	Value as at 1 <sup>st</sup> October 2009
Employees up to age 21	Half a week's pay for each year of continuous service.
Employees aged between 22 and 40	One week's pay
Employees aged between 41 and over	One and a half week's pay
<b>Maximum Statutory Redundancy Payment</b>	<b>30 week's pay, or £11,400</b>

**The regular annual increase in the value of a week's pay is now suspended until February 2011**

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