

For further information or advice, please contact one of our Employment Partners on:

Tel: **0141 303 1100** or **0131 229 5046**

email: **employmentpartners@macroberts.com**

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- Equality & Diversity
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- Transfers & Redundancies / Re-organisations
- Performance Management
- Absence Management

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# key employment figures/rates

2012/2013

*updated 1st February 2012*

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Compensation Limits	Previous Rate up to 31 January 2012	Rate from 1 February 2012
Maximum basic award/statutory redundancy payment	£12,000	£12,900
Maximum Unfair Dismissal Compensatory Award	£68,400	£72,300
Additional Award (26-52 weeks' pay)	£10,400 - £20,800	£11,180 - £22,360
Maximum Weeks Pay (for basic award and statutory redundancy payment)	£400	£430
Highest possible award in ordinary unfair dismissal claim	£80,400	£85,200

National Minimum Wage	Previous Rate up to 30 September 2011	Rate up to 30 September 2012
Age 21+*	£5.93	£6.08
Age 18 - 20	£4.92	£4.98
Age 16 - 17	£3.64	£3.68
Apprentice**	£2.50	£2.60

Statutory Payments	Previous Weekly Rate up to 5 April 2012	Weekly Rate from 6 April 2012
Statutory Sick Pay	£81.60	£85.85
Maximum Entitlement 28 Weeks	£2,284.80	£2,403.80

Statutory Maternity Pay ("SMP")	Rate up to 8 April 2012	Rate from 9 April 2012
First 6 Weeks	90% of Average Weekly Earnings***	90% of Average Weekly Earnings***
Remaining Weeks	The lesser of 90% of average weekly earnings or £128.73	The lesser of 90% of average weekly earnings or £135.45
Statutory Adoption Pay ("SAP")	The lesser of 90% of average weekly earnings or £128.73	The lesser of 90% of average weekly earnings or £135.45
Statutory Paternity Pay	The lesser of 90% of average weekly earnings or £128.73	The lesser of 90% of average weekly earnings or £135.45
	<b>Weekly LEL up to 5 April 2012</b>	<b>Weekly LEL from 6 April 2012</b>
No SMP or SAP for employees who earn less than the lower earnings limit ("LEL")	£102.00	£107.00
Maximum SMP/SAP period	39 Weeks	39 weeks

\*The age at which an individual becomes entitled to the main rate was reduced from 22 to 21 on 1 October 2010.

\*\*An apprentice minimum wage rate was introduced from 1 October 2010 for the first time.

\*\*\*Average weekly earnings are calculated over the period of 8 weeks ending with the fifteenth week before the EWC.