

Current Compensation Rates

Families and Pregnancy Rate	From 5 April 2010	Maximum Period
Statutory maternity pay (SMP) (earnings-related rate)	90% of employee's normal weekly earnings	6 weeks
SMP (prescribed rate)	£124.88 a week or 90% of normal weekly earnings if lower	33 weeks
Maternity allowance	£124.88 a week or 90% of normal weekly earnings if lower	39 weeks
Statutory paternity pay (SPP)	£124.88 a week or 90% of normal weekly earnings if lower	2 weeks
Statutory adoption pay (SAP)	£124.88 a week or 90% of normal weekly earnings if lower	39 weeks

Sickness Rate	Sick days on or after April 2010	Maximum Period
Statutory sick pay (SSP) (standard rate)	£79.15 a week	28 weeks in any 3 years

National Minimum Wage Rate	From 1 October 2008	From 1 October 2009
Workers aged 22 and over (minimum hourly rate)	£5.73	£5.80
Workers aged 18-21 and those aged 22 and over doing accredited training in the first 6 months of employment (minimum hourly rate)	£4.77	£4.83

Tribunal Awards	Minimum from 1 February 2010	Maximum from 1 February 2010 (unless otherwise stated)
Type of payment		
Limit on a week's pay (gross) for basic award purposes	No minimum	£380.00
Unfair dismissal basic award	No minimum	£11,400.00
Unfair dismissal compensatory award	No minimum	£65,300.00 save in certain circumstances (see limit on compensatory award)
Limit on a week's pay for Statutory Redundancy Purposes (SRP)	No minimum	£380 from 1 October 2009
Statutory redundancy payment	No minimum	£11,400.00 from 1 October 2009
Failure to give statement of employment particulars	2 weeks' pay	4 weeks' pay (up to £1,400.00)

If you have any queries or require further information please contact Karen Coleman or Sam Barber on 01782 577000