



# Key Payments and Limits 2012°

dwf

Go further

## Key Compensation Limits

Compensation	Rate	Date From	Previous
Unfair dismissal compensatory award	£72,300	1 February 2012	(£68,400)
Limit on a week's pay	£430	1 February 2012	(£400)
Statutory redundancy pay (Maximum)	£12,900	1 February 2012	(£12,000)
Basic award (Maximum)	£12,900	1 February 2012	(£12,000)
Additional award (Refusal to reinstate) Between 26 and 52 week's pay	£11,180 – £22,360	1 February 2012	(£10,400 – £20,800)
Refusal of right to be accompanied (Maximum 2 weeks' pay)	£860	1 February 2012	(£800)
Breach of contract (Tribunal maximum)	£25,000	1 February 2012	
Flexible working request (Maximum 8 weeks' pay)	£3,440	1 February 2012	(£3,200)
Failure to collectively consult (Redundancy)	90 days' pay (No maximum weekly limit)		
Failure to inform or consult (TUPE)	13 weeks' pay (No maximum weekly limit)		



**National Minimum Wage**  
From 1 October 2011

Age	Rate	Previous
16 – 17	£3.68	(£3.64)
18 – 21	£4.98	(£4.92)
21+	£6.08	(£5.93)

Accommodation off-set - £4.73 per day

**Family Benefits**  
From 3 April 2011

Payment	Rate	Previous
Maternity Pay	£128.73 (Maximum)	(£124.88)
Adoption Pay	£128.73 (Maximum)	(£124.88)
Paternity Pay	£128.73 (Maximum)	(£124.88)

**Statutory Sick Pay**  
From 6 April 2011

Payment	Rate	Previous
Statutory Sick Pay	£81.60	(£79.15)

**Birmingham**  
+44 (0)121 572 8500

**Liverpool**  
+44 (0)151 907 3000

**Newcastle**  
+44 (0)191 233 9700

**Carlisle**  
+44 (0)1228 525195

**London**  
+44 (0)207 645 9500

**Preston**  
+44 (0)1772 556 677

**Leeds**  
+44 (0)113 261 6000

**Manchester**  
+44 (0)161 603 5000

**Teeside**  
+44 (0)164 262 3400