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EMPLOYMENT LAW 2012

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## New compensation limits from 1 February 2012 include

Maximum compensatory award for unfair dismissal (with limited exceptions)	£72,300
A week's pay (max)	£430
Guarantee payment (max per day)	£23.50
Maximum basic award/statutory redundancy payment	£12,900

**NOTE:** The new compensation limits above apply where the 'appropriate date' occurs on or after 1 February (e.g. the termination date for unfair dismissal) and not the date of the Employment Tribunal hearing

## Other useful limits

Maximum award for breach of contract claim in Employment Tribunal	£25,000
Failure to inform/consult over collective redundancies	90 days' actual pay
Failure to inform/consult over TUPE transfers	13 weeks' actual pay
Breach of flexible working regulations	8 weeks' pay (subject to weekly limit of £400)
Failure to provide employment particulars	2 - 4 weeks' pay (subject to weekly limit of £430)

## Key employment changes to note in 2012

- 1 Feb New compensation limits in force
- 6 April Standard rate of statutory sick pay increases to £85.85 per week. Standard rates for statutory maternity, paternity and adoption pay increase to £135.45 per week
- April Employment Tribunal reforms due to take effect:
  - Qualifying period for unfair dismissal to increase from 1 to 2 yrs
  - The limit for deposit orders to increase from £500 to £1,000
  - The limit for cost awards to increase from £10,000 to £20,000
  - Witness statements to be taken as read, unless directed otherwise
- 1 Oct Employers will be required to automatically enrol 'jobholders' into a pension scheme, unless they have opted out  
  
Employers will be required to make minimum contributions to jobholders' pension schemes  
  
Employers with less than 50 employees will not have to auto-enrol their jobholders into pension schemes until May 2015