

CLIENT ALERT CLIENT ALERT

Changes to Tribunal Awards and Limits

As another year dawns the annual increases to the amounts an Employment Tribunal can award have been determined. The following changes take effect from **1st February 2005**.

In particular the maximum amount of a week's pay for the calculation of a redundancy payment and for the basic award in an Employment Tribunal will be increased from £270.00 to **£280.00 per week**.

The other changes are as follows:

	Old Limit	New Limit
? Maximum compensatory award in an unfair dismissal claim	£55,000	£56,800
? Minimum basic award where dismissal is unfair due to trade union membership or activities or selected redundancy on grounds related to trade union membership of activities	£3,600	£3,800
? Minimum award by the Employment Appeal Tribunal where an individual is excluded or expelled from a union	£5,900	£6,100
? Guarantee payment in respect of temporary lay-off	£17.80 per day	£18.40 per day
? Minimum amount of basic award where dismissal is unfair by virtue of health and safety activities, health and safety representative, performance of duties of employee representative in terms of the Working Time Regulations, performance of function of trustee of occupational pension schemes or performance of functions or activities of employee representative under collective redundancies or TUPE	£3,600	£3,800
? Limit on amount of week's pay in respect of payment from Secretary of State on insolvency of employer	£270 per week	£280 per week
? Limit on amount of week's pay in respect of basic award of compensation for unfair dismissal or for a redundancy payment	£270 per week	£280 per week

Remember Tribunals can now increase awards **by up to 50%** in unfair dismissal cases if employers fail to follow the new statutory disciplinary, grievance and dismissals procedures.

For further information contact any member of the Employment Law team

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