

**EMPLOYMENT TRIBUNAL CLAIMS – KEY FACTS AND FIGURES
(as at February 2011)**

SUMMARY OF CURRENT EMPLOYMENT TRIBUNAL COMPENSATION LIMITS, QUALIFICATION PERIODS AND TIME LIMITS

EMPLOYMENT TRIBUNAL CLAIM	MINIMUM WEEK'S PAY	MAXIMUM WEEK'S PAY	MAXIMUM TOTAL AWARD	QUALIFYING PERIOD OF EMPLOYMENT REQUIRED TO BRING CLAIM	LIMITATION PERIOD – THE TIME LIMIT IN WHICH EACH CLAIM MUST BE BROUGHT
UNFAIR DISMISSAL – basic award	No minimum	£400	£12,000	1 year	3 months from termination (see notes below)
UNFAIR DISMISSAL – compensatory award	No minimum	Unlimited	£68,400 (see notes below)	1 year	3 months from termination (see notes below)
UNFAIR DISMISSAL – additional award (for failure to reinstate)	No minimum	£400	52 weeks pay up to £20,800		
STATUTORY REDUNDANCY	No minimum	£400	£12,000	2 years	6 months starting from the date of termination.
FAILURE TO INFORM OR CONSULT – collective redundancy	N/A	N/A	90 days actual pay	None	Before dismissal or within 3 months from the date of dismissal (see notes below)
FAILURE TO INFORM OR CONSULT – TUPE	N/A	N/A	13 weeks actual pay	None	3 months starting from the date of the transfer (see notes below)
DISCRIMINATION	N/A	N/A	Unlimited	None	3 months starting from the date if the act complained of (see notes below)
BREACH OF CONTRACT	N/A	N/A	£25,000 (claims issued in the Employment Tribunal)	None	3 months from final day of employment (for claims issues in the Employment Tribunal) (see notes below)
FAILURE TO GIVE STATEMENT OF EMPLOYMENT PARTICULARS	2 weeks pay (up to £800)	4 weeks pay (up to £1,600)	-	-	-

Notes:

Limit on compensatory award

There is no limit on compensation payable in successful discrimination claims or to the compensatory award for unfair dismissal where the employee is selected for redundancy or otherwise dismissed unfairly in certain circumstances, for example, for reasons connected with health and safety or public interest disclosure ("whistleblowing").

Limitation Period

Employment legislation sets out the time limits by which a claim should be issued at the Employment Tribunal. In certain circumstances the Employment Tribunal may extend the time limit to issue the claim where it was "not reasonably practicable" to bring the claim in time. This applies for the following types of claim.

- ≡ Written reason for dismissal
- ≡ Unfair dismissal
- ≡ Automatic unfair dismissal
- ≡ Failure to inform or consult (collective redundancy and TUPE)
- ≡ Contract claims in the Employment Tribunal

Employment legislation sets out the time limits by which a claim should be issued at the Employment Tribunal. In certain circumstances the Employment Tribunal may extend the time limit to issue the claim where it is "just and equitable" to do so.

- ≡ Discrimination