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Do you have difficulty understanding
your legal and contractual
responsibilities as an employer?

Do employment problems keep you
awake at night?

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Employment Law Update February 2012

We hope your new year is progressing well. We at Hassle Free HR have had a great start to 2012 having won new business and retained two very valued clients.

We also have the pleasure of congratulating our client XL Motor Accident Repair Centre, based in Longford, Coventry for recently winning the Peugeot Award for Excellence.

Award Limits

As we mentioned in our January Employment Law Update newsletter and as a reminder for you, 1st February 2012 saw an increase in tribunal award limits. Below we have detailed the new payment limits which all relate to the Employment Rights Act 1996. We hope these are useful to you.

- Limit on the amount of guaranteed payment payable (per day) to an employee in respect of short time working or lay-off; from £22.20 to £23.50
- Minimum amount of basic award of compensation for unfair dismissal by virtue of the Employment Rights Act 1996; from £5,000 to £5,300
- Limit on the amount of compensatory award for unfair dismissal; from £68,400 to £72,300
- Maximum amount of 'a week's pay' for the purpose of calculating a redundancy payment or for various

awards including the basic or additional award of compensation for unfair dismissal; from £400 to £430

If you have any employment law related queries please email cmcdonald@hasslefreehr.co.uk



For clarification of any of the above updates or for advice and guidance on any HR and/or Health and Safety Concerns contact us by emailing cmcdonald@hasslefreehr.co.uk or by calling 02476 664092 or 670381.



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