

Employment E-Brief No 58

For further
information contact:

INCREASE IN EMPLOYMENT TRIBUNAL AWARDS FROM 1ST
FEBRUARY 2004

Judith Ellery

jellery@metcalfes.co.uk

0117 9453080

Paul Seath

pseath@metcalfes.co.uk

0117 9453084

The limits placed on Employment Tribunal awards will increase on 1st February 2004. The key ones to note are:

1. An increase from £53,500 to £55,000 for unfair dismissal compensatory awards. This will only apply where the effective date of termination is on or after 1st February 2004.
2. An increase from £260 to £270 in the limit on a week's pay for calculating statutory redundancy payments and the basic award.
3. An increase from £3,500 to £3,600 in the minimum basic award for unfair dismissal in health and safety; employee representative; occupational pension scheme trustee; and trade union cases.
4. An increase from £5,700 to £5,900 in the minimum amount of compensation for employees excluded or expelled from a trade union.

The increases apply where the event giving rise to the entitlement to compensation or other payment occurs on or after 1st February 2004.

22nd January 2004

This update is for guidance purposes only and should not be regarded as a substitute for taking specific legal advice from your usual Metcalfes' contact.