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## **Employers count the cost of Tribunal Proceedings as Compensation limits increase**



From 1 February this year, it will be more expensive than ever for Employers to lose or settle employment disputes with their Employees. This is because the Government will be increasing certain Employment Tribunal compensation award limits on this date.

In most cases involving dismissal, the new figures will apply where the Employee's contract is terminated on or after 1 February 2008. The old limits will still apply if the termination took place before this date.

The main increases are as follows:

- The maximum compensatory award for unfair dismissal has increased from **£60,600** to **£63,000**.
- The maximum limit on a week's pay has increased from **£310** to **£330**.
- The minimum basic award (for automatically unfair dismissals for reasons connected with: trade union membership or activities; health and safety duties; pension scheme trustee duties; acting as an Employee representative) will increase from **£4,200** to **£4,400**.
- The limit on the amount an Employee of an insolvent company will be able to claim back by way of a debt in respect of a week's pay will increase from **£310** to **£330**.

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