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**This Issue****Unfair Dismissal– Compensation Increase****Woolworths Staff Win £67.8 Million****Maternity, Paternity, Adoption and Sick Pay
to Increase****Unfair Dismissal—Compensation Increase**

As from 1st February 2012 the limit on the amount of the compensatory award for unfair dismissal will increase from £68,400 to £72,300. Also for the purpose of calculating a basic or additional award of compensation for unfair dismissal or redundancy payment, the maximum of a weeks pay will rise from £400 to £430. And the maximum amount of guarantee payment payable to an employee in respect of any day will increase from £22.20 to £23.50.

The new limits will apply where the event that gives rise to award or payment occurs on or after 1st February 2012.

Woolworths Staff Win £67.8 Million

By January 2009 nearly 30,000 people lost their jobs when the high street retailer Woolworths went into administration and all the shops and warehouses were shut down. However, after a recent tribunal case it is found that the administrators did not fulfil their legal duty to consult with the trade union before making the redundancies. Shop workers Union Usdaw brought the claim for a 'protective award' for employees and thousands of former Woolworths staff have collectively won £67.8 million in compensation after the employment tribunal ruled that administrators failed to follow redundancy procedures.

Workers employed in a store where 20 or less redundancies were made will not be eligible for the payout because of a legal precedent recognized by the tribunal. The taxpayer will be picking up the tab for the compensation as Woolworths was in administration when the redundancies were made.

Maternity, Paternity, Adoption and Sick Pay to Increase

The Government has confirmed that as from the 1st April 2012 the standard rate of Maternity, Paternity and Adoption Pay will increase from £128.73 to £135.45 per week.

Also from the 6th April 2012 Statutory Sick Pay will increase from £81.60 to £85.85 per week.

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