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## EXPLANATORY NOTE

*(This note is not part of the Order)*

This Order increases, from 1st February 2009, the limits applying to certain awards of employment tribunals, and other amounts payable under employment legislation, as specified in the Schedule to the Order.

Under section 34 of the Employment Relations Act 1999, if the retail prices index for September of a year is higher (or lower) than the index for the previous September, the Secretary of State is required to change the limits, by Order, by the amounts of the increase (or decrease). The increases made by this Order reflect the increase in the index from September 2007 to September 2008.

The increases apply where the event giving rise to the entitlement to compensation or other payments occurred on or after 1st February 2009. Limits previously in force under the Employment Rights (Increase of Limits) Order 2007 ([S.I. 2007/3570](#)) are preserved by article 4 of the Order in relation to cases where the relevant event was before that date.

A full impact assessment has not been produced for this Order as no impact on the private or voluntary sectors is foreseen.