



Trade Union and Labour Relations (Consolidation) Act 1992

1992 CHAPTER 52

PART III **E+W+S**

RIGHTS IN RELATION TO UNION MEMBERSHIP AND ACTIVITIES

Dismissal [^{F1}of employee]

156 **Minimum basic award.** **E+W+S**

- (1) Where a dismissal is unfair by virtue of section 152(1) or 153, the amount of the basic award of compensation, before any reduction is made under [^{F1}section 122 of the Employment Rights Act 1996], shall be not less than [^{F2}£8,533].
- (2) But where the dismissal is unfair by virtue of section 153, [^{F3}subsection (2)] of that section (reduction for contributory fault) applies in relation to so much of the basic award as is payable because of subsection (1) above.

Textual Amendments

- F1** Words in s. 156(1) substituted (22.8.1996) by 1996 c. 18, ss. 240, 243, **Sch. 1 para. 56(9)(a)** (with ss. 191-195, 202)
- F2** Sum in s. 156(1) substituted (6.4.2024) by [The Employment Rights \(Increase of Limits\) Order 2024 \(S.I. 2024/213\)](#), art. 1(2), **Sch.** (with art. 4)
- F3** Words in s. 156(2) substituted (22.8.1996) by 1996 c. 18, ss. 240, 243, **Sch. 1 para. 56(9)(b)** (with ss. 191-195, 202)

Modifications etc. (not altering text)

- C1** S. 156: power to amend conferred (17.12.1999) by 1999 c. 26, s. 34(1)(f); S.I. 1999/3374, art. 2, **Sch.** (with art. 3)

Changes to legislation:

Trade Union and Labour Relations (Consolidation) Act 1992, Section 156 is up to date with all changes known to be in force on or before 15 June 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.

[View outstanding changes](#)

Changes and effects yet to be applied to the whole Act associated Parts and Chapters:

Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- s. 212A(1)(zb) inserted by [2023 c. 46 Sch. para. 1](#)