



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART XI

#### REDUNDANCY PAYMENTS ETC.

### CHAPTER I

#### RIGHT TO REDUNDANCY PAYMENT

#### 135 The right.

- (1) An employer shall pay a redundancy payment to any employee of his if the employee—
  - (a) is dismissed by the employer by reason of redundancy, or
  - (b) is eligible for a redundancy payment by reason of being laid off or kept on short-time.
- (2) Subsection (1) has effect subject to the following provisions of this Part (including, in particular, sections 140 to 144, 149 to 152, 155 to 161 and 164).

#### **Modifications etc. (not altering text)**

- C1** S. 135 modified by SI 2006/246 reg. 7(3)(b) (as substituted (31.1.2014) by [The Collective Redundancies and Transfer of Undertakings \(Protection of Employment\) \(Amendment\) Regulations 2014](#) (S.I. 2014/16), regs. 1(2), **8(1)** (with reg. 8(2)))

**Status:**

Point in time view as at 31/01/2014.

**Changes to legislation:**

Employment Rights Act 1996, Chapter I is up to date with all changes known to be in force on or before 13 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.