



Employment Rights Act 1996

1996 CHAPTER 18

PART XII **E+W+S**

INSOLVENCY OF EMPLOYERS

185 The appropriate date. **E+W+S**

In this Part “the appropriate date”—

- (a) in relation to arrears of pay (not being remuneration under a protective award made under section 189 of the ^{M1}Trade Union and Labour Relations (Consolidation) Act 1992) and to holiday pay, means the date on which the employer became insolvent,
- (b) in relation to a basic award of compensation for unfair dismissal and to remuneration under a protective award so made, means whichever is the latest of—
 - (i) the date on which the employer became insolvent,
 - (ii) the date of the termination of the employee’s employment, and
 - (iii) the date on which the award was made, and
- (c) in relation to any other debt to which this Part applies, means whichever is the later of—
 - (i) the date on which the employer became insolvent, and
 - (ii) the date of the termination of the employee’s employment.

Marginal Citations

M1 1992 c. 52.

Status:

Point in time view as at 22/08/1996.

Changes to legislation:

Employment Rights Act 1996, Section 185 is up to date with all changes known to be in force on or before 08 September 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.