



Employment Rights Act 1996

1996 CHAPTER 18

PART IX

TERMINATION OF EMPLOYMENT

Written statement of reasons for dismissal

93 Complaints to industrial tribunal.

- (1) A complaint may be presented to an industrial tribunal by an employee on the ground that—
 - (a) the employer unreasonably failed to provide a written statement under section 92, or
 - (b) the particulars of reasons given in purported compliance with that section are inadequate or untrue.
- (2) Where an industrial tribunal finds a complaint under this section well-founded, the tribunal—
 - (a) may make a declaration as to what it finds the employer's reasons were for dismissing the employee, and
 - (b) shall make an award that the employer pay to the employee a sum equal to the amount of two weeks' pay.
- (3) An industrial tribunal shall not consider a complaint under this section relating to the reasons for a dismissal unless it is presented to the tribunal at such a time that the tribunal would, in accordance with section 111, consider a complaint of unfair dismissal in respect of that dismissal presented at the same time.

Modifications etc. (not altering text)

C1 Ss. 66-68, 70-71, 92-93, Pt. X (ss. 94-134) modified (E.W.) (2.3.1998) by [S.I. 1998/218](#), art. 3, [Sch.](#)

Status:

Point in time view as at 22/08/1996. This version of this provision has been superseded.

Changes to legislation:

Employment Rights Act 1996, Section 93 is up to date with all changes known to be in force on or before 10 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.