



Employment Rights Act 1996

1996 CHAPTER 18

PART X **E+W+S**

UNFAIR DISMISSAL

CHAPTER II **E+W+S**

REMEDIES FOR UNFAIR DISMISSAL

Introductory

111 **Complaints to [F1 employment tribunal]. **E+W+S****

- (1) A complaint may be presented to an [F1 employment tribunal] against an employer by any person that he was unfairly dismissed by the employer.
- (2) Subject to subsection (3), an [F1 employment tribunal] shall not consider a complaint under this section unless it is presented to the tribunal—
 - (a) before the end of the period of three months beginning with the effective date of termination, or
 - (b) within such further period as the tribunal considers reasonable in a case where it is satisfied that it was not reasonably practicable for the complaint to be presented before the end of that period of three months.
- (3) Where a dismissal is with notice, an [F1 employment tribunal] shall consider a complaint under this section if it is presented after the notice is given but before the effective date of termination.
- (4) In relation to a complaint which is presented as mentioned in subsection (3), the provisions of this Act, so far as they relate to unfair dismissal, have effect as if—
 - (a) references to a complaint by a person that he was unfairly dismissed by his employer included references to a complaint by a person that his employer

Status: Point in time view as at 01/08/1998.

Changes to legislation: Employment Rights Act 1996, Cross Heading: Introductory is up to date with all changes known to be in force on or before 08 July 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. (See end of Document for details)

has given him notice in such circumstances that he will be unfairly dismissed when the notice expires,

- (b) references to reinstatement included references to the withdrawal of the notice by the employer,
- (c) references to the effective date of termination included references to the date which would be the effective date of termination on the expiry of the notice, and
- (d) references to an employee ceasing to be employed included references to an employee having been given notice of dismissal.

Textual Amendments

- F1** Words in s. 111(1)-(3) and sidenote to s. 111 substituted (1.8.1998) by 1998 c. 8, s. 1(2)(a) (with s. 16(2)); S.I. 1998/1658, art. 2(1), Sch. 1

112 The remedies: orders and compensation. E+W+S

- (1) This section applies where, on a complaint under section 111, an [^{F2}employment tribunal] finds that the grounds of the complaint are well-founded.
- (2) The tribunal shall—
 - (a) explain to the complainant what orders may be made under section 113 and in what circumstances they may be made, and
 - (b) ask him whether he wishes the tribunal to make such an order.
- (3) If the complainant expresses such a wish, the tribunal may make an order under section 113.
- (4) If no order is made under section 113, the tribunal shall make an award of compensation for unfair dismissal (calculated in accordance with sections 118 to 127 [^{F3}or in accordance with regulations under section 127B]) to be paid by the employer to the employee.

Textual Amendments

- F2** Words in s. 112(1) substituted (1.8.1998) by 1998 c. 8, s. 1(2)(a) (with s. 16(2)); S.I. 1998/1658, art. 2(1), Sch. 1
- F3** Words in s. 112(4) inserted (2.7.1998 for specified purposes and otherwise *prosp.*) by 1998 c. 23, s. 8(1)

Status:

Point in time view as at 01/08/1998.

Changes to legislation:

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