



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)))
- C2 S. 135 modified (E.) (1.11.2017) by [The NHS Counter Fraud Authority \(Establishment, Constitution, and Staff and Other Transfer Provisions\) Order 2017](#) (S.I. 2017/958), arts. 1(1), **8(12)** (with arts. 4(5), 7(2), 8(13)-(15), Sch. 3 para. 6)

Status:

Point in time view as at 31/12/2020.

Changes to legislation:

Employment Rights Act 1996, Chapter I is up to date with all changes known to be in force on or before 28 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.