



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART X

#### UNFAIR DISMISSAL

#### CHAPTER II

##### REMEDIES FOR UNFAIR DISMISSAL

##### *Compensation*

#### 118 General.

- (1) [<sup>F1</sup>Subject to regulations under section 127B,]where a tribunal makes an award of compensation for unfair dismissal under section 112(4) or 117(3)(a) the award shall consist of—
- (a) a basic award (calculated in accordance with sections 119 to 122 and 126), and
  - (b) a compensatory award (calculated in accordance with sections 123, 124, 126 and 127).
- (2) Where this subsection applies, the award shall also include a special award calculated in accordance with section 125 unless—
- (a) the complainant does not request the tribunal to make an order under section 113, or
  - (b) the case falls within section 121.
- (3) Subsection (2) applies where the reason (or, if more than one, the principal reason)—
- (a) in a redundancy case, for selecting the employee for dismissal, or
  - (b) otherwise, for the dismissal,
- is one of those specified in section 100(1)(a) and (b), 102(1) or 103.

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*Status: Point in time view as at 02/07/1998. This version of this provision has been superseded.*

*Changes to legislation: Employment Rights Act 1996, Section 118 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. (See end of Document for details)*

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### Textual Amendments

- F1** Words in s. 118(1) inserted (2.7.1998 for specified purposes and otherwise *prosp.*) by 1998 c. 23, ss. 8(3), 18(3)(4)(b)

**Status:**

Point in time view as at 02/07/1998. This version of this provision has been superseded.

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