



Employment Rights Act 1996

1996 CHAPTER 18

PART X

UNFAIR DISMISSAL

CHAPTER II

REMEDIES FOR UNFAIR DISMISSAL

Compensation

118 General.

- (1) ^{F1} . . . 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 [^{F2F3} . . . and 127A(1), (3) and (4)]).

^{F4}(2)

^{F4}(3)

[^{F5}(4) Where section 127A(2) applies, the award shall also include a supplementary award.]

Textual Amendments

- F1** Words in s. 118(1) repealed (25.10.1999) by 1999 c. 26, s. 44, **Sch. 9(11)**; S.I. 1999/2830, art. 2(3), **Sch. 2 Pt. I**
- F2** Words in s. 118(1)(b) substituted (1.1.1999) by 1998 c. 8, s. 15, **Sch. 1 para. 21(2)**; S.I. 1998/1658, art. 2(3), **Sch. 3** (with art. 3(6))
- F3** Word in s. 118(1)(b) repealed (15.12.1999) by 1999 c. 26, ss. 9, 44, Sch. 4 Pt. III para. 22, **Sch. 9(2)**; S.I. 1999/2830, art. 2(2)(3), Sch. 1 Pt. II, **Sch. 2 Pt. II** (with Sch. 3 paras. 10, 11)

Status: Point in time view as at 08/02/2000. This version of this provision has been superseded.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 26 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)

- F4** S. 118(2)(3) repealed (25.10.1999) by 1999 c. 26, ss. 33(1)(a), 44, **Sch. 9(10)**; S.I. 1999/2830, art. 2(1)(3), Sch. 1 Pt. I, **Sch. 2 Pt. I** (with Sch. 3 para. 8)
- F5** S. 118(4) inserted (1.1.1999) by 1998 c. 8, s. 15, **Sch. 1 para. 21(3)**; S.I. 1998/1658, art. 2(3), **Sch. 3** (with art. 3(6))

Modifications etc. (not altering text)

- C1** S. 117-127A applied (with modifications) (2.7.1999) by S.I. 1999/1548, **reg. 3**

Status:

Point in time view as at 08/02/2000. This version of this provision has been superseded.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 26 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.