



Employment Rights Act 1996

1996 CHAPTER 18

PART X

UNFAIR DISMISSAL

CHAPTER II

REMEDIES FOR UNFAIR DISMISSAL

Compensation

126 Acts which are both unfair dismissal and discrimination.

- (1) This section applies where compensation falls to be awarded in respect of any act both under—
- (a) the provisions of this Act relating to unfair dismissal, and
 - [^{F1}(b) any one or more of the ^{M1}Sex Discrimination Act 1975, the ^{M2}Race Relations Act 1976 and the Disability Discrimination Act 1995.]
- (2) An [^{F2}employment tribunal] shall not award compensation under any one of those ^{F3} . . . Acts in respect of any loss or other matter which is or has been taken into account under [^{F4}any other of them] by the tribunal (or another [^{F2}employment tribunal]) in awarding compensation on the same or another complaint in respect of that act.

Textual Amendments

- F1** S. 126(1)(b) substituted (1.8.1998) by 1998 c. 8, s. 14(3); S.I. 1998/1658, art. 2(1), **Sch. 1** (with art. 3(7))
- F2** Words in s. 126(2) 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- F3** Words in s. 126(2) repealed (1.8.1998) by 1998 c. 8, ss. 14(4)(a), 15, **Sch. 2**; S.I. 1998/1658, art. 2(1), **Sch. 1** (with art. 3(7))

Status: Point in time view as at 01/08/1998. This version of this provision has been superseded.

Changes to legislation: Employment Rights Act 1996, Section 126 is up to date with all changes known to be in force on or before 28 May 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 Words in s. 126(2) substituted (1.8.1998) by 1998 c. 8, s. 14(4)(b); S.I. 1998/1658, art. 2(1), Sch. 1 (with art. 3(7))

Modifications etc. (not altering text)

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

Marginal Citations

M1 1975 c. 65.

M2 1976 c. 74.

Status:

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Changes to legislation:

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