



# Employment Rights Act 1996

## 1996 CHAPTER 18

### [<sup>F1</sup>PART 8A

#### FLEXIBLE WORKING

#### [<sup>F1</sup>80I Remedies

- (1) Where an employment tribunal finds a complaint under section 80H well-founded it shall make a declaration to that effect and may—
  - (a) make an order for reconsideration of the application, and
  - (b) make an award of compensation to be paid by the employer to the employee.
- (2) The amount of compensation shall be such amount, not exceeding the permitted maximum, as the tribunal considers just and equitable in all the circumstances.
- (3) For the purposes of subsection (2), the permitted maximum is such number of weeks' pay as the Secretary of State may specify by regulations.
- (4) Where an employment tribunal makes an order under subsection (1)(a), section 80G<sup>F2</sup>... shall apply as if the application had been made on the date of the order.]

#### Textual Amendments

- F1** Pt. 8A inserted (6.4.2003) by [Employment Act 2002 \(c. 22\), s. 47\(2\)](#); S.I. 2002/2866, [art. 2\(3\)](#), Sch. 1 Pt. 3
- F2** Words in s. 80I(4) repealed (30.6.2014) by [Children and Families Act 2014 \(c. 6\), ss. 132\(5\)\(d\), 139\(6\)](#); S.I. 2014/1640, [art. 3\(1\)\(l\)](#) (with art. 10)

**Status:**

Point in time view as at 01/07/2022.

**Changes to legislation:**

Employment Rights Act 1996, Section 80I is up to date with all changes known to be in force on or before 02 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.