



Employment Act 2008

2008 CHAPTER 24

Dispute resolution

7 Compensation for financial loss

- (1) In the Employment Rights Act 1996 (c. 18), in section 24 (determination of complaints relating to deductions from wages or payments to employer)—
- (a) the existing provision becomes subsection (1), and
 - (b) after that provision there is inserted—

“(2) Where a tribunal makes a declaration under subsection (1), it may order the employer to pay to the worker (in addition to any amount ordered to be paid under that subsection) such amount as the tribunal considers appropriate in all the circumstances to compensate the worker for any financial loss sustained by him which is attributable to the matter complained of.”

- (2) In that Act, in section 163 (determination of questions relating to redundancy payments), at the end there is inserted—

“(5) Where a tribunal determines under subsection (1) that an employee has a right to a redundancy payment it may order the employer to pay to the worker such amount as the tribunal considers appropriate in all the circumstances to compensate the worker for any financial loss sustained by him which is attributable to the non-payment of the redundancy payment.”