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STATUTORY RULES OF NORTHERN IRELAND

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**2014 No. 88**

**The Employment Relations (Northern Ireland) Order  
1999 (Blacklists) Regulations (Northern Ireland) 2014**

*Refusal of employment or employment agency services*

**Remedies in proceedings under regulation 5 or 6**

**8.—(1)** Where an industrial tribunal finds that a complaint under regulation 5 or 6 is well-founded, it shall make a declaration to that effect and may make such of the following as it considers just and equitable—

- (a) an order requiring the respondent to pay compensation;
- (b) a recommendation that the respondent take within a specified period action appearing to the tribunal to be practicable for the purpose of obviating or reducing the adverse effect on the complainant of any conduct to which the complaint relates.

(2) Compensation shall be assessed on the same basis as damages for breach of statutory duty and may include compensation for injury to feelings.

(3) Where an award of compensation is made, the amount of compensation before any increase or reduction is made under paragraph (4), (5) or (6) shall not be less than £5,700.

(4) If the respondent fails without reasonable justification to comply with a recommendation under paragraph (1)(b), the tribunal may increase its award of compensation or, if it has not made such an award, make one.

(5) Where the tribunal considers that any conduct of the complainant before the refusal to which the complaint under regulation 5 or 6 relates was such that it would be just and equitable to reduce the award of compensation, the tribunal shall reduce that amount accordingly.

(6) The amount of compensation shall be reduced or further reduced by the amount of any compensation awarded by the tribunal under Article 29 of the Employment Rights (Northern Ireland) Order 1996(1) in respect of the same refusal.

(7) The total amount of compensation shall not exceed £76,600.