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 S T A T U T O R Y   I N S T R U M E N T S
 

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1984 No. 2020

**TERMS AND CONDITIONS OF EMPLOYMENT****The Unfair Dismissal (Increase of Compensation Limit)  
Order 1984***Laid before Parliament in draft*

Made - - - - - 21st December 1984

Coming into Operation 1st April 1985

Whereas a draft of the following Order was laid before Parliament in accordance with section 75(2) of the Employment Protection (Consolidation) Act 1978(a) (“the 1978 Act”) and approved by resolution of each House of Parliament:

Now, therefore, the Secretary of State, in exercise of the powers conferred on him by sections 75(2), 154(3) and 154(4) of the 1978 Act and all other powers enabling him in that behalf, hereby makes the following Order:—

*Citation, commencement and revocation*

1.—(1) This Order may be cited as the Unfair Dismissal (Increase of Compensation Limit) Order 1984 and shall come into operation on 1st April 1985.

(2) Subject to Article 4(2), the Unfair Dismissal (Increase of Compensation Limit) (No. 2) Order 1982(b) (“the second 1982 Order”) is revoked.

*Interpretation*

2. In this Order, “effective date of termination” has the same meaning as in section 55(4) of the 1978 Act except in a case in which section 55(5) or (6) of that Act would have effect so as to treat a later date as the effective date of termination, in which case that later date shall be the effective date of termination for the purposes of this Order.

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(a) 1978 c. 44; section 55 was amended by section 21(2) of and paragraph 1 of Schedule 3 to the Employment Act 1982 (c. 46).

(b) S.I. 1982/1868.

*Increase of compensation limit*

3. Subject to Article 4, the limit on compensation specified in section 75(1) of the 1978 Act(a) is increased to £8,000.

*Transitional provisions*

4.—(1) The increase specified in Article 3 shall have effect where the effective date of termination falls on or after 1st April 1985.

(2) Notwithstanding the revocation of the second 1982 Order, the limits of compensation set by, or, as the case may be, preserved by, Articles 3 and 4 of that Order shall continue to have effect as provided by that Order where the effective date of termination falls before 1st April 1985.

Signed by order of the Secretary of State.

*Peter Bottomley,*  
Joint Parliamentary Under Secretary of State,  
Department of Employment.

21st December 1984.

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**EXPLANATORY NOTE**

*(This Note is not part of the Order.)*

This Order, which comes into operation on 1st April 1985, increases from £7,500 to £8,000 the limit on the amount of compensation which can be awarded by an industrial tribunal in claims for unfair dismissal as the compensatory award or as compensation for failure fully to comply with the terms of an order for reinstatement or re-engagement.

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(a) The limit of compensation specified in section 75(1) of the 1978 Act was increased from £5,200 to £5,750 by S.I. 1978/1778, from £5,750 to £6,250 by S.I. 1979/1723, from £6,250 to £7,000 by S.I. 1982/76 and from £7,000 to £7,500 by S.I. 1982/1868.



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