



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART X

#### UNFAIR DISMISSAL

#### CHAPTER II

##### REMEDIES FOR UNFAIR DISMISSAL

##### *Introductory*

#### **112 The remedies: orders and compensation.**

- (1) This section applies where, on a complaint under section 111, an [<sup>F1</sup>employment tribunal] finds that the grounds of the complaint are well-founded.
- (2) The tribunal shall—
  - (a) explain to the complainant what orders may be made under section 113 and in what circumstances they may be made, and
  - (b) ask him whether he wishes the tribunal to make such an order.
- (3) If the complainant expresses such a wish, the tribunal may make an order under section 113.
- (4) If no order is made under section 113, the tribunal shall make an award of compensation for unfair dismissal (calculated in accordance with sections 118 to [<sup>F2</sup>127A]. . .) to be paid by the employer to the employee.

#### **Textual Amendments**

- F1** Words in s. 112(1) 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

---

*Status: Point in time view as at 25/10/1999. This version of this provision has been superseded.*

*Changes to legislation: Employment Rights Act 1996, Section 112 is up to date with all changes known to be in force on or before 20 June 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)*

---

**F2** Words in s. 112(4) substituted (1.1.1999) by 1998 c. 8, s. 15, **Sch. 1 para. 19**; S.I. 1998/1658, art. 2(3), **Sch. 3** (with art. 3(6))

**Status:**

Point in time view as at 25/10/1999. This version of this provision has been superseded.

**Changes to legislation:**

Employment Rights Act 1996, Section 112 is up to date with all changes known to be in force on or before 20 June 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.