
DRAFT STATUTORY INSTRUMENTS

2019 No.

**The Employment Rights (Miscellaneous
Amendments) Regulations 2019**

PART 2

FINANCIAL PENALTIES

Amendment to section 12A of the Employment Tribunals Act 1996

2.—(1) Section 12A (financial penalties) of the Employment Tribunals Act 1996⁽¹⁾ is amended as follows.

- (2) In subsection (3)(b), for “£5,000” substitute “£20,000”.
- (3) In subsection (5)(b)—
 - (a) for “£10,000” substitute “£40,000”;
 - (b) for “£5,000” substitute “£20,000”.
- (4) In subsection (7)(b)(i), for “£5,000” substitute “£20,000”.

Application of regulation 2

3. The substitutions made by regulation 2 only apply in relation to a penalty payable in respect of a breach of a worker’s rights which begins on or after the date when regulation 2 comes into force.

⁽¹⁾ As amended by section 16(1) of the Enterprise and Regulatory Reform Act 2013 (c. 24).