



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART X

#### UNFAIR DISMISSAL

#### CHAPTER II

#### REMEDIES FOR UNFAIR DISMISSAL

#### *Compensation*

#### **120 Basic award: minimum in certain cases.**

(1) The amount of the basic award (before any reduction under section 122) shall not be less than [<sup>F1</sup>£3,500] where the reason (or, if more than one, the principal reason)—

- (a) in a redundancy case, for selecting the employee for dismissal, or
- (b) otherwise, for the dismissal,

is one of those specified in section 100(1)(a) and (b), [<sup>F2</sup>101A(d),] 102(1) or 103.

<sup>F3</sup>(2) .....

#### **Textual Amendments**

- F1** Sum in s. 120(1) substituted (1.2.2003) by [The Employment Rights \(Increase of Limits\) \(No. 2\) Order 2002 \(S.I. 2002/2927\)](#), [art. 3](#), [Sch.](#) (subject to [art. 4](#))
- F2** Words in s. 120(1) substituted (1.10.1998) by [S.I. 1998/1833](#), [reg. 32\(5\)](#)
- F3** S. 120(2) repealed (17.12.1999) by [1999 c. 26](#), [ss. 36\(1\)\(a\)\(3\), 44](#), [Sch. 9\(10\)](#); [S.I. 1999/3374](#), [art. 2\(b\)\(c\)](#), [Sch.](#)

#### **Modifications etc. (not altering text)**

- C1** S. 117-127A applied (with modifications) (2.7.1999) by [S.I. 1999/1548](#), [reg. 3](#)

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*Status: Point in time view as at 06/04/2003. This version of this provision has been superseded.*

*Changes to legislation: Employment Rights Act 1996, Section 120 is up to date with all changes known to be in force on or before 07 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)*

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**C2** S. 120(1): power to amend conferred (17.12.1999) by [1999 c. 26, s. 34\(1\)\(b\)](#); S.I. 1999/3374, [art. 2\(b\)](#)

**Status:**

Point in time view as at 06/04/2003. This version of this provision has been superseded.

**Changes to legislation:**

Employment Rights Act 1996, Section 120 is up to date with all changes known to be in force on or before 07 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.