

Statutory Document No. 2016/0220



Employment Act 2006

EMPLOYMENT (MAXIMUM AMOUNT OF AWARDS) ORDER 2016

Approved by Tynwald: 21 July 2016
Coming into Operation: 1 August 2016

The Department of Economic Development makes the following Order under section 144(1) of the Employment Act 2006.

1 Title

This Order is the Employment (Maximum Amount of Awards) Order 2016.

2 Commencement

If approved by Tynwald¹ this Order comes into operation on 1 August 2016.

3 Interpretation

In this Order –

“**the Act**” means the Employment Act 2006;

“**the appropriate date**” means, in the case of an award specified in column 1 of the Schedule, the date specified in relation to it in column 2 of the Schedule.

4 Maximum amount of compensatory award etc.

- (1) Subject to paragraph (2), the sum of £56,000 is prescribed for the purpose of paragraphs (a) and (b) of section 144(1) of the Act (limit of compensatory award etc.).
- (2) Where the appropriate date is before 1 August 2016, the sum of £50,000 is prescribed for the purpose of paragraphs (a) and (b) of section 144(1) of the Act.

¹ As required by section 175(1) of the Employment Act 2006.

5 Revocation

The Employment (Maximum Amount of Awards) Order 2009² is revoked.

MADE 22 JUNE 2016

LAURENCE SKELLY

Minister for Economic Development

² SD 226/09

SCHEDULE

[Article 3]

THE APPROPRIATE DATE

<i>Column 1</i>	<i>Column 2</i>
<i>Award</i>	<i>Appropriate date</i>
1. Award under section 4(1)(a) of the Act (refusal of employment etc. on trade union grounds).	The date of the conduct to which the complaint relates (as defined in section 3(2) and (3) of the Act).
2. Award under section 134(4), 139(1) or (3)(a) of the Act (unfair dismissal etc.).	The effective date of termination as defined by section 112(4) of the Act.
3. Award under section 37(1)(b) of the Employment (Sex Discrimination) Act 2000 (sex discrimination etc.).	The date when the act complained of was done for the purposes of section 42(3) of that Act.
4. Award under section 21(7)(b) of the Minimum Wage Act 2001 (detriment for enforcing right to minimum wage).	The date of termination of the worker's contract.

*EXPLANATORY NOTE**(This note is not part of the Order)*

This Order increases from £50,000 to £56,000 the maximum amount of certain awards which may be made by the Employment Tribunal, viz. compensatory awards on a complaint of unfair dismissal, discrimination at recruitment on trade union grounds, sex discrimination, detriment for enforcing the right to the minimum wage and for failure to comply with an order for reinstatement or re-engagement.

The increase applies where the event giving rise to the entitlement to compensation occurred on or after 1 August 2016.