

SCHEDULE

ACAS ARBITRATION SCHEME

XX.

AWARDS OF COMPENSATION

Other categories

Reductions to the compensatory amount

139. Where the arbitrator finds that the dismissal was to any extent caused or contributed to by any conduct of the Employee, he or she shall reduce the compensatory amount by such proportion as he or she considers just and equitable having regard to that finding. In assessing such conduct, the arbitrator shall disregard (if relevant) those matters set out in section 155 of the Trade Union and Labour Relations (Consolidation) Act 1992, as amended from time to time.