

## SCHEDULE

### ACAS ARBITRATION SCHEME

## XXI. AWARDS OF COMPENSATION

### *Basic amount of two weeks' pay in certain cases*

**149.** Where:

- (i) the arbitrator finds that the reason (or, where there is more than one, the principal reason) for the dismissal of the Employee is that he or she was redundant and
- (ii) the Employee:
  - (a) by virtue of section 138 of the Employment Rights Act 1996, as amended from time to time, is not regarded as dismissed for the purposes of Part XI of that Act, or
  - (b) by virtue of section 141 of that Act, as amended from time to time, is not, or (if he or she were otherwise entitled) would not be, entitled to a redundancy payment,

the basic amount shall be two weeks' pay (for the definition of "week's pay", see paragraph 143 above).

**150.** For the purposes of this Scheme:

- (i) for the definition of "redundancy", the arbitrator shall have regard to section 139 of the Employment Rights Act 1996, as amended from time to time;
- (ii) for the definition of "redundancy payment", the arbitrator shall have regard to Part XI of the Employment Rights Act 1996, as amended from time to time.