



University of Strathclyde  
**LAW CLINIC**

# 7E. ACAS Uplift

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## ACAS Uplift (1)

- ▶ A failure of an employer to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures when dismissing you can lead to up to a 25% uplift (or increase) on your total schedule of loss (financial remedy).

## ACAS Uplift (2)

- ▶ For a 25% increase, an employer would have had to ignore the Code completely and therefore a lesser amount is normally more appropriate.
- ▶ You should take time to familiarise yourself with the Code which can be found [here](#).
- ▶ A Tribunal award can also be reduced by up to 25% if the Claimant does not follow the ACAS Code. For example, failing to raise a grievance about a concern and going straight to the Tribunal.
- ▶ It may sometimes be necessary to submit an ET1 because of time limits but you should still raise a grievance at the same time.

## ACAS Uplift (3)

Ask yourself whether or not it was applied in your situation.

You must show that the Code was not followed in your evidence in order to argue there is a claim for this uplift.

Remember to make reference to your entitlement for an ACAS uplift in your legal submissions.