



## 10. Awards - Amount of Compensation

Compensation is a financial remedy awarded to someone who has been discriminated against. In considering the compensation, the Tribunal will look at the following heads of damage:

1. what the injured person has already lost, and what they might lose or need in the future, (compensation for financial loss) and
2. how much they have suffered (compensation for injury to feelings).

The following table shows the amounts of the awards proposed in the Prevention of Discrimination (Guernsey) Ordinance, 2022

For more information on see sheets on:

- 9. Awards – Comparisons with Other Jurisdictions
- 11. Awards – Injury to Feelings and Awards



Area and Section of Ordinance	Compensation for financial loss, up to a maximum of:	Compensation for injury to feelings, up to a maximum of:	Total compensation up to a max:
Sec. 50 Work and Sec. 51 Cases where pay or financial loss may be awarded	Up to six months' pay, or where the complainant is paid on a weekly basis, up to one week's pay multiplied by 26 or, if calculating the award based on pay is inappropriate, the amount of any financial loss suffered by the complainant as a result of the act complained of up to a maximum of £10,000	an amount payable for injury to feelings, hurt or distress calculated by the Tribunal in accordance with regulations prescribed by the Committee up to a maximum of £10,000	Up to 6 months pay plus a maximum of £10k  Or maximum of £20K
Sec. 52 goods and services etc.	The amount of any financial loss suffered by the complainant as a result of the act complained of up to a maximum of £10,000		Maximum of £20K
Sec. 55(4) (a) and Sec. 56 Joined complaints - employment	Maximum of nine months' pay (or where the complainant is paid on a weekly basis, one week's pay multiplied by 39)		Up to 9 months' pay plus maximum of £10K
Sec. 55(4)(b) Other Joined complaints	Maximum of £10,000 for financial loss		Maximum of £20K

Photo credit: Chris George

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The draft Prevention of Discrimination Ordinance (Guernsey) 2022 can be found on the States of Guernsey website:

[www.gov.gg/article/190813/The-Prevention-of-Discrimination-Guernsey-Ordinance-2022](http://www.gov.gg/article/190813/The-Prevention-of-Discrimination-Guernsey-Ordinance-2022)

**For more information on Discrimination Legislation and FAQ's**

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