



Employment Rights Act 1996

1996 CHAPTER 18

PART V

PROTECTION FROM SUFFERING DETRIMENT IN EMPLOYMENT

Rights not to suffer detriment

[^{F1}47C Leave for family and domestic reasons.

- (1) An employee has the right not to be subjected to any detriment by any act, or any deliberate failure to act, by his employer done for a prescribed reason.
- (2) A prescribed reason is one which is prescribed by regulations made by the Secretary of State and which relates to—
 - (a) pregnancy, childbirth or maternity,
[time off under section 57ZE,]
^{F2}(aa)
[time off under section 57ZJ or 57ZL,]
^{F3}(ab)
 - (b) ordinary, compulsory or additional maternity leave,
[ordinary or additional adoption leave,]
^{F4}(ba)
[shared parental leave,]
^{F5}(bb)
 - (c) parental leave,
^{F6F6}[.....
^{F7}(...)
[ordinary or additional paternity leave, or]]
^{F6}(ca)
 - (d) time off under section 57A.

Status: Point in time view as at 30/06/2014. This version of this provision has been superseded.

Changes to legislation: Employment Rights Act 1996, Section 47C is up to date with all changes known to be in force on or before 12 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details)

- (3) A reason prescribed under this section in relation to parental leave may relate to action which an employee takes, agrees to take or refuses to take under or in respect of a collective or workforce agreement.
- (4) Regulations under this section may make different provision for different cases or circumstances.]

Textual Amendments

- F1** S. 47C inserted (15.12.1999) by 1999 c. 26, s. 9, **Sch. 4 Pt. III para. 8**; S.I. 1999/2830, art. 2(2), **Sch. 1 Pt. II** (with **Sch. 3** paras. 10, 11)
- F2** S. 47C(2)(aa) inserted (30.6.2014) by Children and Families Act 2014 (c. 6), **ss. 127(2)(a)**, 139(6); S.I. 2014/1640, art. 3(1)(i)
- F3** S. 47C(2)(ab) inserted (30.6.2014) by Children and Families Act 2014 (c. 6), **ss. 128(2)(a)**, 139(6); S.I. 2014/1640, art. 3(1)(j)
- F4** S. 47C(2)(ba) inserted (8.12.2002) by Employment Act 2002 (c. 22), s. 53, **Sch. 7 para. 26(2)**; S.I. 2002/2866, **art. 2(2)**, **Sch. 1 Pt. 2**
- F5** S. 47C(2)(bb) inserted (30.6.2014) by Children and Families Act 2014 (c. 6), s. 139(6), **Sch. 7 para. 31(a)**; S.I. 2014/1640, art. 3(2)(g)
- F6** S. 47C(2)(ca) substituted (3.3.2010) by Work and Families Act 2006 (c. 18), ss. 11, 19, **Sch. 1 para. 30**; S.I. 2010/495, **art. 3(c)**
- F7** S. 47C(2)(ca) substituted (8.12.2002) for the word "or" by Employment Act 2002 (c. 22), s. 53, **Sch. 7 para. 26(3)**; S.I. 2002/2866, **art. 2(2)**, **Sch. 1 Pt. 2**

Status:

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Changes to legislation:

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