



Employment Rights Act 1996

1996 CHAPTER 18

PART XIII

MISCELLANEOUS

CHAPTER II

OTHER MISCELLANEOUS MATTERS

[^{F1}Mediation in certain cross-border dispute

[^{F1}207A Extension of time limits because of mediation in certain cross-border disputes

(1) In this section—

- (a) “Mediation Directive” means Directive [2008/52/EC](#) of the European Parliament and of the Council of 21 May 2008 on certain aspects of mediation in civil and commercial matters,
- (b) “mediation” has the meaning given by article 3(a) of the Mediation Directive,
- (c) “mediator” has the meaning given by article 3(b) of the Mediation Directive, and
- (d) “relevant dispute” means a dispute to which article 8(1) of the Mediation Directive applies (certain cross-border disputes).

(2) Subsection (3) applies where—

- (a) this Act provides for that subsection to apply for the purposes of a provision of this Act,
- (b) a time limit is set by that provision in relation to the whole or part of a relevant dispute,
- (c) a mediation in relation to the relevant dispute starts before the time limit expires, and
- (d) if not extended by this section, the time limit would expire before the mediation ends or less than four weeks after it ends.

Status: Point in time view as at 20/05/2011. This version of this provision has been superseded.

Changes to legislation: Employment Rights Act 1996, Section 207A is up to date with all changes known to be in force on or before 13 July 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) The time limit expires instead at the end of four weeks after the mediation ends (subject to subsection (4)).
- (4) If a time limit mentioned in subsection (2)(b) has been extended by this section, subsections (2) and (3) apply to the extended time limit as they apply to a time limit mentioned in subsection (2)(b).
- (5) Subsection (6) applies where—
 - (a) a time limit is set by section 164(1)(c) or (2) in relation to the whole or part of a relevant dispute,
 - (b) a mediation in relation to the relevant dispute starts before the time limit expires, and
 - (c) if not extended by this section, the time limit would expire before the mediation ends or less than eight weeks after it ends.
- (6) The time limit expires instead at the end of eight weeks after the mediation ends (subject to subsection (7)).
- (7) If a time limit mentioned in subsection (5)(a) has been extended by this section, subsections (5) and (6) apply to the extended time limit as they apply to a time limit mentioned in subsection (5)(a).
- (8) Where more than one time limit applies in relation to a relevant dispute, the extension by subsection (3) or (6) of one of those time limits does not affect the others.
- (9) For the purposes of this section, a mediation starts on the date of the agreement to mediate that is entered into by the parties and the mediator.
- (10) For the purposes of this section, a mediation ends on the date of the first of these to occur—
 - (a) the parties reach an agreement in resolution of the relevant dispute,
 - (b) a party completes the notification of the other parties that it has withdrawn from the mediation,
 - (c) a party to whom a qualifying request is made fails to give a response reaching the other parties within 14 days of the request,
 - (d) the parties, after being notified that the mediator's appointment has ended (by death, resignation or otherwise), fail to agree within 14 days to seek to appoint a replacement mediator,
 - (e) the mediation otherwise comes to an end pursuant to the terms of the agreement to mediate.
- (11) For the purpose of subsection (10), a qualifying request is a request by a party that another (A) confirm to all parties that A is continuing with the mediation.
- (12) In the case of any relevant dispute, references in this section to a mediation are references to the mediation so far as it relates to that dispute, and references to a party are to be read accordingly.
- (13) Where an employment tribunal has power under this Act to extend a time limit to which subsection (3) applies, the power is exercisable in relation to the time limit as extended by this section.]

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Textual Amendments

- F1** [S. 207A](#) and cross-heading inserted (20.5.2011 with application as mentioned in regs. 3 and 4 of the amending S.I.) by [The Cross-Border Mediation \(EU Directive\) Regulations 2011 \(S.I. 2011/1133\)](#), [regs. 2, 48](#)

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