



Employment Rights Act 1996

1996 CHAPTER 18

PART VI

TIME OFF WORK

Ante-natal care

55 Right to time off for ante-natal care.

- (1) An employee who—
 - (a) is pregnant, and
 - (b) has, on the advice of a registered medical practitioner, registered midwife or [^{F1}registered nurse], made an appointment to attend at any place for the purpose of receiving ante-natal care,is entitled to be permitted by her employer to take time off during the employee's working hours in order to enable her to keep the appointment.
- (2) An employee is not entitled to take time off under this section to keep an appointment unless, if her employer requests her to do so, she produces for his inspection—
 - (a) a certificate from a registered medical practitioner, registered midwife or [^{F1}registered nurse] stating that the employee is pregnant, and
 - (b) an appointment card or some other document showing that the appointment has been made.
- (3) Subsection (2) does not apply where the employee's appointment is the first appointment during her pregnancy for which she seeks permission to take time off in accordance with subsection (1).
- (4) For the purposes of this section the working hours of an employee shall be taken to be any time when, in accordance with her contract of employment, the employee is required to be at work.

[^{F2}(5) References in this section to a registered nurse are to such a nurse—

Status: Point in time view as at 01/01/2006.

Changes to legislation: Employment Rights Act 1996, Section 55 is up to date with all changes known to be in force on or before 30 August 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)

- (a) who is also registered in the Specialist Community Public Health Nurses' Part of the register maintained under article 5 of the Nursing and Midwifery Order 2001, and
- (b) whose entry in that Part of the register is annotated to show that he holds a qualification in health visiting.]

Textual Amendments

- F1** Words in s. 55(1)(b)(2)(a) substituted by [The Nursing and Midwifery Order 2001 \(S.I. 2002/253\)](#), art. 54, **Sch. 5 para. 13** (with art. 3(18)) (the amendment coming into force in accordance with art. 1(2)(3) of the amending S.I.)
- F2** S. 55(5) added (1.8.2004) by [The Health Act 1999 \(Consequential Amendments\) \(Nursing and Midwifery\) Order 2004 \(S.I. 2004/1771\)](#), arts. 1(1), 3, **Sch. para. 3**

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