



Employment Tribunals Act 1996

1996 CHAPTER 17

^{F1}PART I

[^{F1}EMPLOYMENT TRIBUNALS]

Procedure

^{F1}10B Restriction of publicity in cases involving national security.

- (1) This section applies where a tribunal has been directed under section 10(5) or has determined under section 10(6)—
 - (a) to take steps to conceal the identity of a particular witness, or
 - (b) to take steps to keep secret all or part of the reasons for its decision.
- (2) It is an offence to publish—
 - (a) anything likely to lead to the identification of the witness, or
 - (b) the reasons for the tribunal's decision or the part of its reasons which it is directed or has determined to keep secret.
- (3) A person guilty of an offence under this section is liable on summary conviction to a fine not exceeding level 5 on the standard scale.
- (4) Where a person is charged with an offence under this section it is a defence to prove that at the time of the alleged offence he was not aware, and neither suspected nor had reason to suspect, that the publication in question was of, or included, the matter in question.
- (5) Where an offence under this section committed by a body corporate is proved to have been committed with the consent or connivance of, or to be attributable to any neglect on the part of—
 - (a) a director, manager, secretary or other similar officer of the body corporate, or
 - (b) a person purporting to act in any such capacity,he as well as the body corporate is guilty of the offence and liable to be proceeded against and punished accordingly.

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Employment Tribunals Act 1996. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) [View outstanding changes](#)

- (6) A reference in this section to publication includes a reference to inclusion in a programme which is included in a programme service, within the meaning of the ^{M1}Broadcasting Act 1990.

Textual Amendments

F1 Ss. 10, 10A, 10B substituted (16.7.2001) for s. 10 by 1999 c. 26, ss. 41, 45, **Sch. 8 para. 3**; S.I. 2001/1187, art. 3(b), **Sch.** (as amended by S.I. 2001/1461, art. 2(2))

Marginal Citations

M1 1990 c. 42.

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Changes and effects yet to be applied to the whole Act associated Parts and Chapters:

Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- s. 7A(2F) inserted by [2022 c. 35 Sch. 4 para. 1\(2\)](#)
- s. 7B(A1) inserted by [2022 c. 35 Sch. 5 para. 4\(2\)](#)
- s. 9(2ZA) inserted by [2022 c. 35 Sch. 5 para. 5\(5\)](#)
- s. 9(5) inserted by [2022 c. 35 Sch. 5 para. 5\(9\)](#)
- s. 10(10) inserted by [2022 c. 35 Sch. 5 para. 6\(4\)](#)
- s. 29A(11) inserted by [2022 c. 35 Sch. 4 para. 1\(3\)](#)
- s. 30A inserted by [2022 c. 35 Sch. 5 para. 19](#)
- s. 37QA and cross-heading inserted by [2022 c. 35 s. 34\(4\)](#)
- s. 37QB inserted by [2022 c. 35 Sch. 5 para. 24](#)
- Sch. A1 para. 21A inserted by [2022 c. 35 Sch. 4 para. 1\(4\)](#)
- Sch. A1 inserted by [2022 c. 35 Sch. 5 para. 1](#)