

*Status: Point in time view as at 18/01/2020.*

*Changes to legislation: Employment Rights Act 1996, Cross Heading: Retirement is up to date with all changes known to be in force on or before 08 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)*



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART X **E+W+S**

#### UNFAIR DISMISSAL

### CHAPTER I **E+W+S**

#### RIGHT NOT TO BE UNFAIRLY DISMISSED

#### *f<sup>F1</sup>* Retirement

#### Textual Amendments

- F1** Ss. 98ZA-98ZH and cross-headings inserted (1.10.2006) by [The Employment Equality \(Age\) Regulations 2006 \(S.I. 2006/1031\)](#), reg. 49(1), **Sch. 8 para. 23** (with regs. 44-46)

#### **98ZA** No normal retirement age: dismissal before 65 **E+W+S**

**F2** .....

#### Textual Amendments

- F2** Ss. 98ZA-98ZH omitted (6.4.2011) by virtue of [The Employment Equality \(Repeal of Retirement Age Provisions\) Regulations 2011 \(S.I. 2011/1069\)](#), **reg. 3(3)** (with regs. 5, 6, 9)

#### **98ZB** No normal retirement age: dismissal at or after 65 **E+W+S**

**F3** .....

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**Textual Amendments**

**F3** Ss. 98ZA-98ZH omitted (6.4.2011) by virtue of [The Employment Equality \(Repeal of Retirement Age Provisions\) Regulations 2011 \(S.I. 2011/1069\)](#), **reg. 3(3)** (with regs. 5, 6, 9)

**98ZC Normal retirement age: dismissal before retirement age** **E+W+S**

**F4** .....

**Textual Amendments**

**F4** Ss. 98ZA-98ZH omitted (6.4.2011) by virtue of [The Employment Equality \(Repeal of Retirement Age Provisions\) Regulations 2011 \(S.I. 2011/1069\)](#), **reg. 3(3)** (with regs. 5, 6, 9)

**98ZD Normal retirement age 65 or higher: dismissal at or after retirement age** **E+W+S**

**F5** .....

**Textual Amendments**

**F5** Ss. 98ZA-98ZH omitted (6.4.2011) by virtue of [The Employment Equality \(Repeal of Retirement Age Provisions\) Regulations 2011 \(S.I. 2011/1069\)](#), **reg. 3(3)** (with regs. 5, 6, 9)

**98ZE Normal retirement age below 65: dismissal at or after retirement age** **E+W+S**

**F6** .....

**Textual Amendments**

**F6** Ss. 98ZA-98ZH omitted (6.4.2011) by virtue of [The Employment Equality \(Repeal of Retirement Age Provisions\) Regulations 2011 \(S.I. 2011/1069\)](#), **reg. 3(3)** (with regs. 5, 6, 9)

**98ZF Reason for dismissal: particular matters** **E+W+S**

**F7** .....

**Textual Amendments**

**F7** Ss. 98ZA-98ZH omitted (6.4.2011) by virtue of [The Employment Equality \(Repeal of Retirement Age Provisions\) Regulations 2011 \(S.I. 2011/1069\)](#), **reg. 3(3)** (with regs. 5, 6, 9)

**98ZG Retirement dismissals: fairness** **E+W+S**

**F8** .....

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**Textual Amendments**

**F8** Ss. 98ZA-98ZH omitted (6.4.2011) by virtue of [The Employment Equality \(Repeal of Retirement Age Provisions\) Regulations 2011 \(S.I. 2011/1069\)](#), **reg. 3(3)** (with regs. 5, 6, 9)

**98ZH Interpretation E+W+S**

**F9** ..... ]

**Textual Amendments**

**F9** Ss. 98ZA-98ZH omitted (6.4.2011) by virtue of [The Employment Equality \(Repeal of Retirement Age Provisions\) Regulations 2011 \(S.I. 2011/1069\)](#), **reg. 3(3)** (with regs. 5, 6, 9)

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