



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART XIV

#### INTERPRETATION

#### CHAPTER II

#### A WEEK'S PAY

#### *Employments with no normal working hours*

#### **224 Employments with no normal working hours.**

- (1) This section applies where there are no normal working hours for the employee when employed under the contract of employment in force on the calculation date.
- (2) The amount of a week's pay is the amount of the employee's average weekly remuneration in the period of twelve weeks ending—
  - (a) where the calculation date is the last day of a week, with that week, and
  - (b) otherwise, with the last complete week before the calculation date.
- (3) In arriving at the average weekly remuneration no account shall be taken of a week in which no remuneration was payable by the employer to the employee and remuneration in earlier weeks shall be brought in so as to bring up to twelve the number of weeks of which account is taken.
- (4) This section is subject to sections 227 and 228.

#### **Modifications etc. (not altering text)**

- C1** Ss. 220-224 applied (with modifications) (4.3.1998) by S.I. 1998/192, **reg. 37(1)**
- C2** Ss. 221-224 applied (with modifications) (24.12.2003) by **The Merchant Shipping (Working Time: Inland Waterways) Regulations 2003** (S.I. 2003/3049), **reg. 11(4)**

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**Status:** Point in time view as at 01/01/1999.

**Changes to legislation:** Employment Rights Act 1996, Cross Heading: Employments with no normal working hours is up to date with all changes known to be in force on or before 02 June 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)

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- C3** Ss. 221-224 applied (with modifications) (16.8.2004) by [The Fishing Vessels \(Working Time: Sea-fishermen\) Regulations 2004 \(S.I. 2004/1713\)](#), regs. 1, 4, **11(4)**
- C4** Ss. 220-228 applied (6.4.2006 with application in accordance with reg. 21(1) of the amending S.I.) by [The Transfer of Undertakings \(Protection of Employment\) Regulations 2006 \(S.I. 2006/246\)](#), regs. 1(2), **16(4)** (with reg. 21(5))

**Status:**

Point in time view as at 01/01/1999.

**Changes to legislation:**

Employment Rights Act 1996, Cross Heading: Employments with no normal working hours is up to date with all changes known to be in force on or before 02 June 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.