



Employment Rights Act 1996

1996 CHAPTER 18

PART XIII

MISCELLANEOUS

CHAPTER I

PARTICULAR TYPES OF EMPLOYMENT

Excluded classes of employment

197 Fixed-term contracts.

[^{F1F2}(1).....

^{F2}(2).....

- (3) An employee employed under a contract of employment for a fixed term of two years or more is not entitled to a redundancy payment in respect of the expiry of that term without its being renewed (whether by the employer or by an associated employer of his) if, before the term expires, the employee has agreed in writing to exclude any right to a redundancy payment in that event.
- (4) An agreement such as is mentioned in subsection ^{F3} . . . (3) may be contained—
 - (a) in the contract itself, or
 - (b) in a separate agreement.
- (5) Where—
 - (a) an agreement such as is mentioned in subsection (3) is made during the currency of a fixed term, and
 - (b) the term is renewed,

Status: Point in time view as at 07/10/2013.

Changes to legislation: Employment Rights Act 1996, Section 197 is up to date with all changes known to be in force on or before 18 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)

the agreement shall not be construed as applying to the term as renewed; but this subsection is without prejudice to the making of a further agreement in relation to the renewed term.]

Textual Amendments

- F1** S. 197 ceased to have effect (1.10.2002) by virtue of The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002 (S.I. 2002/2034), reg. 11, **Sch. 2 Pt. 1 para. 3(15)** (with regs. 13-20 and subject to transitional provisions in Sch. 2 Pt. 2)
- F2** S. 197(1)(2) repealed (25.10.1999) by 1999 c. 26, ss. 18(1), 44, **Sch. 9(3)**; S.I. 1999/2830, art. 2(1)(3), Sch. 1 Pt. I, **Sch. 2 Pt. I** (with Sch. 3 para. 2(2))
- F3** Words in s. 197(4) repealed (25.10.1999) by 1999 c. 26, s. 44, **Sch. 9(3)**; S.I. 1999/2830, art. 2(3), **Sch. 2 Pt. I**

Status:

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