



Employment Rights Act 1996

1996 CHAPTER 18

PART XIV

INTERPRETATION

CHAPTER I

CONTINUOUS EMPLOYMENT

213 Intervals in employment.

- (1) Where in the case of an employee a date later than the date which would be the effective date of termination by virtue of subsection (1) of section 97 is treated for certain purposes as the effective date of termination by virtue of subsection (2) or (4) of that section, the period of the interval between the two dates counts as a period of employment in ascertaining for the purposes of section 108(1) or 119(1) the period for which the employee has been continuously employed.
- (2) Where an employee is by virtue of section 138(1) regarded for the purposes of Part XI as not having been dismissed by reason of a renewal or re-engagement taking effect after an interval, the period of the interval counts as a period of employment in ascertaining for the purposes of section 155 or 162(1) the period for which the employee has been continuously employed (except so far as it is to be disregarded under section 214 or 215).
- (3) Where in the case of an employee a date later than the date which would be the relevant date by virtue of subsections (2) to (4) of section 145 is treated for certain purposes as the relevant date by virtue of subsection (5) of that section, the period of the interval between the two dates counts as a period of employment in ascertaining for the purposes of section 155 or 162(1) the period for which the employee has been continuously employed (except so far as it is to be disregarded under section 214 or 215).

Status: Point in time view as at 22/04/2022. This version of this provision has been superseded.

Changes to legislation: Employment Rights Act 1996, Section 213 is up to date with all changes known to be in force on or before 12 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)

Modifications etc. (not altering text)

- C1** Ss. 210-219 applied (E.W.) (1.4.2020) by [The Agricultural Wages \(Wales\) Order 2020 \(S.I. 2020/347\)](#), arts. 1, **2(3)**
- C2** Ss. 210-219 applied (22.4.2022) by [The Agricultural Wages \(Wales\) Order 2022 \(S.I. 2022/417\)](#), arts. 1(2), **2(3)**

Status:

Point in time view as at 22/04/2022. This version of this provision has been superseded.

Changes to legislation:

Employment Rights Act 1996, Section 213 is up to date with all changes known to be in force on or before 12 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.