



Employment Rights Act 1996

1996 CHAPTER 18

PART XIV **E+W+S**

INTERPRETATION

CHAPTER I **E+W+S**

CONTINUOUS EMPLOYMENT

216 Industrial disputes. **E+W+S**

- (1) A week does not count under section 212 if during the week, or any part of the week, the employee takes part in a strike.
- (2) The continuity of an employee's period of employment is not broken by a week which does not count under this Chapter (whether or not by virtue only of subsection (1)) if during the week, or any part of the week, the employee takes part in a strike; and the number of days which, for the purposes of section 211(3), fall within the intervening period is the number of days between the last working day before the strike and the day on which work was resumed.
- (3) The continuity of an employee's period of employment is not broken by a week if during the week, or any part of the week, the employee is absent from work because of a lock-out by the employer; and the number of days which, for the purposes of section 211(3), fall within the intervening period is the number of days between the last working day before the lock-out and the day on which work was resumed.

Modifications etc. (not altering text)

- C1** Ss. 210-219 applied (W.) (26.2.2016) by [The Agricultural Wages \(Wales\) Order 2016 \(S.I. 2016/107\)](#), arts. 1(1), **2(3)**
- C2** Ss. 210-219 applied (E.W.) (3.11.2017) by [The Agricultural Wages \(Wales\) Order 2017 \(S.I. 2017/1058\)](#), arts. 1, **2(3)**

Status:

Point in time view as at 03/11/2017. This version of this provision has been superseded.

Changes to legislation:

Employment Rights Act 1996, Section 216 is up to date with all changes known to be in force on or before 09 August 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.