



Employment Rights Act 1996

1996 CHAPTER 18

PART III

GUARANTEE PAYMENTS

29 Exclusions from right to guarantee payment.

- (1) An employee is not entitled to a guarantee payment unless he has been continuously employed for a period of not less than one month ending with the day before that in respect of which the guarantee payment is claimed.
- (2) ^{F1}.....
- (3) An employee is not entitled to a guarantee payment in respect of a workless day if the failure to provide him with work for that day occurs in consequence of a strike, lock-out or other industrial action involving any employee of his employer or of an associated employer.
- (4) An employee is not entitled to a guarantee payment in respect of a workless day if—
 - (a) his employer has offered to provide alternative work for that day which is suitable in all the circumstances (whether or not it is work which the employee is under his contract employed to perform), and
 - (b) the employee has unreasonably refused that offer.
- (5) An employee is not entitled to a guarantee payment if he does not comply with reasonable requirements imposed by his employer with a view to ensuring that his services are available.

Textual Amendments

- F1** S. 29(2) omitted (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\(2\)](#) (with regs. 13-20 and subject to transitional provisions in [Sch. 2 Pt. 2](#))

Status:

Point in time view as at 04/05/2016.

Changes to legislation:

Employment Rights Act 1996, Section 29 is up to date with all changes known to be in force on or before 06 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.