



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART V

#### PROTECTION FROM SUFFERING DETRIMENT IN EMPLOYMENT

##### *Rights not to suffer detriment*

#### [<sup>F1</sup>47A Employees exercising right to time off work for study or training.]

- (1) An employee has the right not to be subjected to any detriment by any act, or any deliberate failure to act, by his employer or the principal (within the meaning of section 63A(3)) done on the ground that, being a person entitled to—
  - (a) time off under section 63A(1) or (3), and
  - (b) remuneration under section 63B(1) in respect of that time taken off,the employee exercised (or proposed to exercise) that right or received (or sought to receive) such remuneration.
- (2) <sup>F2</sup> . . . This section does not apply where the detriment in question amounts to dismissal (within the meaning of [<sup>F3</sup>Part X].)

#### Textual Amendments

- F1** S. 47A inserted (1.9.1999) by 1998 c. 30, s. 44(1), **Sch. 3 para. 10** (with s. 42(8)); S.I. 1999/987, **art. 2**
- F2** Words in s. 47A(2) repealed (25.10.1999) by 1999 c. 26, ss. 18(2)(a), 44, **Sch. 9(3)**; S.I. 1999/2830, art. 2(1)(3), **Sch. 1 Pt.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)
- F3** Words in s. 47A(2) substituted (25.10.1999) by 1999 c. 26, s. 18(2)(b); S.I. 1999/2830, art. 2(1), **Sch. 1 Pt. I** (with Sch. 3 para. 2)

**Status:**

Point in time view as at 24/04/2000.

**Changes to legislation:**

Employment Rights Act 1996, Section 47A is up to date with all changes known to be in force on or before 12 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.