



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART V

#### PROTECTION FROM SUFFERING DETRIMENT IN EMPLOYMENT

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

##### [<sup>F1</sup>47E Flexible working

- (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 done on the ground that the employee—
  - (a) made (or proposed to make) an application under section 80F,
  - <sup>F2</sup>(b) .....
  - (c) brought proceedings against the employer under section 80H, or
  - (d) alleged the existence of any circumstance which would constitute a ground for bringing such proceedings.
- (2) This section does not apply where the detriment in question amounts to dismissal within the meaning of Part 10.]

##### Textual Amendments

- F1** S. 47E inserted (6.4.2003) by virtue of [Employment Act 2002 \(c. 22\)](#), s. 47(3); S.I. 2002/2866, arts. 2(3), 3, Sch. 1 Pt. 3 (with Sch. 3 para. 7)
- F2** S. 47E(1)(b) repealed (30.6.2014) by [Children and Families Act 2014 \(c. 6\)](#), ss. 132(5)(a), 139(6); S.I. 2014/1640, art. 3(1)(l) (with art. 10)

**Status:**

Point in time view as at 01/07/2022.

**Changes to legislation:**

Employment Rights Act 1996, Section 47E is up to date with all changes known to be in force on or before 18 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.