



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART VI

#### TIME OFF WORK

#### *[<sup>F1</sup>Ante-natal care: agency workers*

VALID FROM 01/10/2011

#### **[<sup>F1</sup>57ZA Right to time off for ante-natal care (agency workers)**

- (1) An agency worker who—
- (a) is pregnant, and
  - (b) has, on the advice of a registered medical practitioner, registered midwife or registered nurse, made an appointment to attend at any place for the purpose of receiving ante-natal care,

is entitled to be permitted, by the temporary work agency and the hirer, to take time off during the agency worker's working hours in order to enable her to keep the appointment. (2) An agency worker is not entitled to be permitted by either of those persons to take time off under this section to keep an appointment unless, if that person requests her to do so, she produces for that person's inspection—

- (a) a certificate from a registered medical practitioner, registered midwife or registered nurse stating that the agency worker is pregnant, and
- (b) an appointment card or some other document showing that the appointment has been made.

(3) Subsection (2) does not apply where the agency worker's appointment is the first appointment during her pregnancy for which she seeks permission to take time off in accordance with subsection (1). (4) For the purposes of this section the working hours of an agency worker shall be taken to be any time when, in accordance with the terms under which the agency worker works temporarily for and under the supervision and direction of the hirer, the agency worker is required

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*Status: Point in time view as at 06/04/2009. This version of this provision is not valid for this point in time.*

*Changes to legislation: Employment Rights Act 1996, Section 57ZA is up to date with all changes known to be in force on or before 13 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)*

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to be at work. (5) In this section references to a registered nurse have the same meaning as in section 55.]

#### **Textual Amendments**

- F1** Ss. 57ZA-57ZD and heading inserted (1.10.2011) by [The Agency Workers Regulations 2010 \(S.I. 2010/93\)](#), Reg. 25, **Sch. 2 para. 93**

**Status:**

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