



# Employment Rights Act 1996

## 1996 CHAPTER 18

### [<sup>F1</sup>PART VIII E+W+S

### [<sup>F2</sup>CHAPTER 1A E+W+S

#### ADOPTION LEAVE

#### [<sup>F1</sup>[ <sup>F2</sup>75C] **Redundancy and dismissal** E+W+S

- (1) Regulations under section 75A or 75B may make provision about—
  - (a) redundancy, or
  - (b) dismissal (other than by reason of redundancy),during an ordinary or additional adoption leave period.
- (2) Regulations made by virtue of subsection (1) may include—
  - (a) provision requiring an employer to offer alternative employment;
  - (b) provision for the consequences of failure to comply with the regulations (which may include provision for a dismissal to be treated as unfair for the purposes of Part 10).
- (3) Regulations under section 75A or 75B may make provision—
  - (a) for section 75A(3)(c) or 75B(4)(c) not to apply in specified cases, and
  - (b) about dismissal at the conclusion of an ordinary or additional adoption leave period.]]

#### Textual Amendments

**F1** Pt. 8 (ss. 71-80) substituted for Pt. 8 (ss. 71-85) (15.12.1999) by 1999 c. 26, s. 7, **Sch. 4 Pt. 1**; S.I. 1999/2830, art. 2(1)(2), **Sch. 1 Pt. 2** (with transitional provisions in Sch. 3 para. 10)

**F2** Pt. 8 Ch. 1A inserted (8.12.2002) by **Employment Act 2002** (c. 22), s. 3; S.I. 2002/2866, art. 2(2), Sch. 1 Pt. 2

**Status:**

Point in time view as at 08/12/2002. This version of this provision has been superseded.

**Changes to legislation:**

Employment Rights Act 1996, Section 75C is up to date with all changes known to be in force on or before 11 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.