



Employment Rights Act 1996

1996 CHAPTER 18

[^{F1}PART VIII]

[^{F1}CHAPTER 3

PATERNITY LEAVE

[^{F1}80D Special cases

- (1) Regulations under section [^{F2} 80A [^{F3} or 80B]] may make provision about—
 - (a) redundancy, or
 - (b) dismissal (other than by reason of redundancy),during a period of leave under that section.
- (2) Provision 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).]

Textual Amendments

- F1** Pt. 8 Ch. 3 inserted (8.12.2002) by [Employment Act 2002 \(c. 22\), s. 1](#); S.I. 2002/2866, [art. 2\(2\)](#), Sch. 1 Pt. 2
- F2** Words in s. 80D(1) substituted (3.3.2010) by [Work and Families Act 2006 \(c. 18\)](#), ss. 11, 19, [Sch. 1 para. 37](#); S.I. 2010/495, [art. 3\(c\)](#)
- F3** Words in s. 80D(1) substituted (5.4.2015) by [Children and Families Act 2014 \(c. 6\)](#), s. 139(6), [Sch. 7 para. 35](#); S.I. 2014/1640, [art. 7\(q\)](#) (with [art. 16](#))

Status:

Point in time view as at 18/01/2020.

Changes to legislation:

Employment Rights Act 1996, Section 80D 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.