
Changes to legislation: There are currently no known outstanding effects for the Employment Relations Act 1999, Paragraph 8. (See end of Document for details)

SCHEDULES

SCHEDULE 4

LEAVE FOR FAMILY REASONS ETC

PART III

CONSEQUENTIAL AMENDMENTS

Employment Rights Act 1996 (c. 18)

8 After section 47B (protection from detriment: disclosures) insert—

“47C Leave for family and domestic reasons.

- (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 for a prescribed reason.
- (2) A prescribed reason is one which is prescribed by regulations made by the Secretary of State and which relates to—
 - (a) pregnancy, childbirth or maternity,
 - (b) ordinary, compulsory or additional maternity leave,
 - (c) parental leave, or
 - (d) time off under section 57A.
- (3) A reason prescribed under this section in relation to parental leave may relate to action which an employee takes, agrees to take or refuses to take under or in respect of a collective or workforce agreement.
- (4) Regulations under this section may make different provision for different cases or circumstances.”

Changes to legislation:

There are currently no known outstanding effects for the Employment Relations Act 1999, Paragraph 8.