

# Employment Rights Act 1996 

## 1996 CHAPTER 18

## Part X

UNFAIR DISMISSAL

## Chapter I

RIGHT NOT TO BE UNFAIRLY DISMISSED

## Other dismissals

## [ ${ }^{\mathrm{F} 198 B}$ Jury service

(1) An employee who is dismissed shall be regarded for the purposes of this Part as unfairly dismissed if the reason (or, if more than one, the principal reason) for the dismissal is that the employee-
(a) has been summoned under the Juries Act 1974, [ ${ }^{\mathrm{F} 2}$ Part 1 of the Coroners and Justice Act 2009], the Court of Session Act 1988 or the Criminal Procedure (Scotland) Act 1995 to attend for service as a juror, or
(b) has been absent from work because he attended at any place in pursuance of being so summoned.
(2) Subsection (1) does not apply in relation to an employee who is dismissed if the employer shows-
(a) that the circumstances were such that the employee's absence in pursuance of being so summoned was likely to cause substantial injury to the employer's undertaking,
(b) that the employer brought those circumstances to the attention of the employee,
(c) that the employee refused or failed to apply to the appropriate officer for excusal from or a deferral of the obligation to attend in pursuance of being so summoned, and
(d) that the refusal or failure was not reasonable.
(3) In paragraph (c) of subsection (2) " the appropriate officer " means-
(a) in the case of a person who has been summoned under the Juries Act 1974, the officer designated for the purposes of section 8,9 or, as the case may be, 9A of that Act;
(b) in the case of a person who has been summoned under the Coroners Act 1988, a person who is the appropriate officer for the purposes of any rules made under subsection (1) of section 32 of that Act by virtue of subsection (2) of that section;
(c) in the case of a person who has been summoned under the Court of Session Act 1988, either-
(i) the clerk of court issuing the citation to attend for jury service; or
(ii) the clerk of the court before which the person is cited to attend for jury service;
(d) in the case of a person who has been summoned under the Criminal Procedure (Scotland) Act 1995, either-
(i) the clerk of court issuing the citation to attend for jury service; or
(ii) the clerk of the court before which the person has been cited to attend for jury service;
and references in that paragraph to a refusal or failure to apply include references to a refusal or failure to give a notice under section 1(2)(b) of the Law Reform (Miscellaneous Provisions) (Scotland) Act 1980.]

## Textual Amendments

F1 S. 98B inserted (6.4.2005) by Employment Relations Act 2004 (c. 24), ss. 40(3), 59(2)-(4); S.I.
2005/872, arts. 4, 5, Sch. (subject to arts. 6-12)
F2 Words in s. 98B(1)(a) substituted (25.7.2013) by Coroners and Justice Act 2009 (c. 25), s. 182(4)(e), Sch. 21 para. 36(3) (with s. 180); S.I. 2013/1869, art. 2(o)(xv)

## Changes to legislation:

Employment Rights Act 1996, Section 98B is up to date with all changes known to be in force on or before 16 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.
View outstanding changes

Changes and effects yet to be applied to the whole Act associated Parts and Chapters: Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- Pt. 8 Ch. 5 inserted by 2023 c. 20 Sch. para. 2
- Pt. 8A Ch. 1 heading inserted by 2023 c. 46 s. 1(3)
- Pt. 8A Ch. 2 inserted by 2023 c. 46 s. 1(4)
- Pt. 8A Ch. 3 inserted by 2023 c. 46 s. 2
- Pt. 8A Ch. 4 inserted by 2023 c. 46 s. 3(2)
- s. $43 \mathrm{~K}(1)(\mathrm{ca})$ and word omitted by 2013 c. 24 s. 20(5) (This amendment not applied to legislation.gov.uk. The insertion of s. $43 \mathrm{~K}(1)$ (ba) by S.I. 2006/1056, Sch. para. 7 is to come into force on the day on which 2005 asp 13, s. 20 comes into force and that provision has never been brought into force)
- $\quad$ s. $43 \mathrm{~K}(2)(\mathrm{ba})$ omitted by $2013 \mathrm{c} .24 \mathrm{~s} .20(6)$ (This amendment not applied to legislation.gov.uk. The insertion of s. $43 \mathrm{~K}(1)$ (ba) by S.I. 2006/1056, Sch. para. 7 is to come into force on the day on which 2005 asp 13, s. 20 comes into force and that provision has never been brought into force)
- s. $47 \mathrm{C}(2)(\mathrm{cc})$ inserted by 2023 c. 20 Sch. para. 22
- s. 47 H inserted by 2020 c. 7 Sch. 7 para. 9
- s. 47 AA inserted by 2008 c. 25 s. 37
- s. 47EA inserted by 2023 c. 46 Sch. para. 4
- s. 47 EB inserted by 2023 c. 46 Sch. para. 5
- s. 48(1C) inserted by 2020 c. 7 Sch. 7 para. 10(a)
- s. 48(1C) inserted by 2023 c. 46 Sch. para. 6(2)
- s. 48(1D) inserted by 2023 c. 46 Sch. para. 6(3)
- s. 49 (8) inserted by 2020 c. 7 Sch. 7 para. 11(b)
- s. 49(8) inserted by 2023 c. 46 Sch. para. 7(4)
- s. 49C inserted by 2017 c. 16 s. 32(4)
- s. $75 \mathrm{I}(3)(\mathrm{g})$ and word inserted by 2023 c. 20 Sch. para. 23(b)
- s. 80A(6A) inserted by 2024 c. 17 s. 1(2)
- s. $80 \mathrm{~B}(6 \mathrm{C})$ inserted by 2024 c. 17 s. 1(3)
- $\quad$ s. $80 \mathrm{C}(2)(\mathrm{bc})$ inserted by 2023 c. 20 Sch. para. 24(2)
- s. $80 \mathrm{C}(4)(\mathrm{bc})$ inserted by 2023 c. 20 Sch. para. 24(3)
- s. $80 \mathrm{D}(1 \mathrm{~A})$ inserted by 2024 c. 17 s. 1(4)(a)
- s. 80D(3) inserted by 2024 c. 17 s. 1(4)(c)
- s. $80 \mathrm{~EB}(2)(\mathrm{f})$ and word inserted by 2023 c. 20 Sch. para. 25 (b)
- s. $99(3)(\mathrm{cc})$ inserted by 2023 c. 20 Sch. para. 28
- s. 101B inserted by 2008 c. 25 s. 38
- s. 104 H inserted by 2020 c .7 Sch. 7 para. 14
- s. 104CA inserted by 2023 c. 46 Sch. para. 9
- s. 105(4B) inserted by 2008 c. 25 s. 39(3)
- s. $105(7 \mathrm{BC})$ inserted by 2020 c. 7 Sch. 7 para. 15
- s. $105(7 \mathrm{BAA})$ inserted by 2023 c. 46 Sch. para. 10
- s. 108(3)(gia) inserted by 2023 c. 46 Sch. para. 11
- s. 108(3)(de) inserted by 2008 c. 25 s. 39(4)
- s. $108(3)(\mathrm{gn})$ inserted by 2020 c. 7 Sch. 7 para. 16
- s. $110(3 \mathrm{~A})$ inserted by 2002 c. 22 s. 44
- s. 205A(2)(ba) inserted by 2023 c. 46 Sch. para. 16(2)
- s. $205 \mathrm{~A}(8 \mathrm{~A})$ inserted by 2023 c. 46 Sch. para. 16(3)
- s. $225(7)(8)$ inserted by 2023 c. 46 Sch. para. 17

