



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART XI

#### REDUNDANCY PAYMENTS ETC.

### CHAPTER IV

#### GENERAL EXCLUSIONS FROM RIGHT

#### 155 Qualifying period of employment.

An employee does not have any right to a redundancy payment unless he has been continuously employed for a period of not less than two years ending with the relevant date.

#### Annotations:

#### Modifications etc. (not altering text)

C1 S. 155 modified (1.9.1999) by [S.I. 1999/2277](#), art. 3, [Sch. 2 Pt. 1 para. 2](#)

#### 156 Upper age limit.

F1 .....

#### Annotations:

#### Amendments (Textual)

F1 S. 156 repealed (1.10.2006) by [The Employment Equality \(Age\) Regulations 2006 \(S.I. 2006/1031\)](#), regs. 1(1), 49(1), [Sch. 8 para. 30](#) (with regs. 44-46, Sch. 8 para. 33)

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*Changes to legislation: Employment Rights Act 1996, Chapter IV is up to date with all changes known to be in force on or before 21 July 2018. 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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## 157 Exemption orders.

- (1) Where an order under this section is in force in respect of an agreement covered by this section, an employee who, immediately before the relevant date, is an employee to whom the agreement applies does not have any right to a redundancy payment.
- (2) An agreement is covered by this section if it is an agreement between—
  - (a) one or more employers or organisations of employers, and
  - (b) one or more trade unions representing employees,
 under which employees to whom the agreement applies have a right in certain circumstances to payments on the termination of their contracts of employment.
- (3) Where, on the application of all the parties to an agreement covered by this section, the Secretary of State is satisfied, having regard to the provisions of the agreement, that the employees to whom the agreement applies should not have any right to a redundancy payment, he may make an order under this section in respect of the agreement.
- (4) The Secretary of State shall not make an order under this section in respect of an agreement unless the agreement indicates (in whatever terms) the willingness of the parties to it to submit to an [<sup>F2</sup>employment tribunal] any question arising under the agreement as to—
  - (a) the right of an employee to a payment on the termination of his employment, or
  - (b) the amount of such a payment.
- (5) An order revoking an earlier order under this section may be made in pursuance of an application by all or any of the parties to the agreement in question or in the absence of such an application.

<sup>F3</sup>(6) .....

### Annotations:

#### Amendments (Textual)

- F2** Words in s. 157(4) substituted (1.8.1998) by 1998 c. 8, s. 1(2)(a) (with s. 16(2)); S.I. 1998/1658, art. 2(1), **Sch. 1**
- F3** S. 157(6) repealed (15.12.1999) by 1999 c. 26, ss. 9, 44, Sch. 4 Pt. III para. 29, **Sch. 9(2)**; S.I. 1999/2830, art. 2(2)(3), Sch. 1 Pt. II, **Sch. 2 Pt. II** (with Sch. 3 paras. 10, 11)

## 158 Pension rights.

<sup>F4</sup> .....

### Annotations:

#### Amendments (Textual)

- F4** S. 158 repealed (1.10.2006) by **The Employment Equality (Age) Regulations 2006** (S.I. 2006/1031), regs. 1(1), 49(1), **Sch. 8 para. 31** (with regs. 44-46, Sch. 8 para. 33)

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### **159 Public offices etc.**

A person does not have any right to a redundancy payment in respect of any employment which—

- (a) is employment in a public office within the meaning of section 39 of the <sup>M1</sup>Superannuation Act 1965, or
- (b) is for the purposes of pensions and other superannuation benefits treated (whether by virtue of that Act or otherwise) as service in the civil service of the State.

**Annotations:**

**Marginal Citations**

M1 1965 c. 74.

### **160 Overseas government employment.**

- (1) A person does not have any right to a redundancy payment in respect of employment in any capacity under the Government of an overseas territory.
- (2) The reference in subsection (1) to the Government of an overseas territory includes a reference to—
  - (a) a Government constituted for two or more overseas territories, and
  - (b) any authority established for the purpose of providing or administering services which are common to, or relate to matters of common interest to, two or more overseas territories.
- (3) In this section references to an overseas territory are to any territory or country outside the United Kingdom.

### **161 Domestic servants.**

- (1) A person does not have any right to a redundancy payment in respect of employment as a domestic servant in a private household where the employer is the parent (or step-parent), grandparent, child (or step-child), grandchild or brother or sister (or half-brother or half-sister) of the employee.
- (2) Subject to that, the provisions of this Part apply to an employee who is employed as a domestic servant in a private household as if—
  - (a) the household were a business, and
  - (b) the maintenance of the household were the carrying on of that business by the employer.

**Changes to legislation:**

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**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):

- s. 8(2)(e) and word inserted by [S.I. 2018/147 art. 2\(b\)](#)
- s. 43K(1)(ca) and word omitted by [2013 c. 24 s. 20\(5\)](#) (This amendment not applied to [legislation.gov.uk](#). The insertion of s. 43K(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. 43K(2)(ba) omitted by [2013 c. 24 s. 20\(6\)](#) (This amendment not applied to [legislation.gov.uk](#). The insertion of s. 43K(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. 47AA inserted by [2008 c. 25 s. 37](#)
- s. 49C inserted by [2017 c. 16 s. 32\(4\)](#)
- s. 50(2)(i)-(k) inserted by [S.I. 2018/665 art. 2\(b\)\(ii\)](#)
- s. 101B inserted by [2008 c. 25 s. 38](#)
- s. 105(4B) inserted by [2008 c. 25 s. 39\(3\)](#)
- s. 108(3)(de) inserted by [2008 c. 25 s. 39\(4\)](#)
- s. 110(3A) inserted by [2002 c. 22 s. 44](#)