



Employment Rights Act 1996

1996 CHAPTER 18

PART VIII

MATERNITY RIGHTS

General right to maternity leave

78 Contractual rights to maternity leave.

- (1) An employee who has both the right to maternity leave under section 71 and another right to maternity leave (under a contract of employment or otherwise) may not exercise the two rights separately but may, in taking maternity leave, take advantage of whichever right is, in any particular respect, the more favourable.
- (2) The provisions of sections 72 to 77 apply, subject to any modifications necessary to give effect to any more favourable contractual terms, to the exercise of the composite right described in subsection (1) as they apply to the exercise of the right under section 71.

Status:

Point in time view as at 22/08/1996. This version of this provision has been superseded.

Changes to legislation:

Employment Rights Act 1996, Section 78 is up to date with all changes known to be in force on or before 24 April 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.