



Employment Rights Act 1996

1996 CHAPTER 18

PART X

UNFAIR DISMISSAL

CHAPTER I

RIGHT NOT TO BE UNFAIRLY DISMISSED

[^{F1}Retirement]

98ZC Normal retirement age: dismissal before retirement age

- (1) This section applies to the dismissal of an employee if—
 - (a) the employee has a normal retirement age, and
 - (b) the operative date of termination falls before the date when the employee reaches the normal retirement age.
- (2) Retirement of the employee shall not be taken to be the reason (or a reason) for the dismissal.

Modifications etc. (not altering text)

- C1** Ss. 98ZA-98ZH modified (1.10.2006) by [The Employment Equality \(Age\) Regulations 2006 \(S.I. 2006/1031\)](#), regs. 1(1), 47, **Sch. 6 para. 10(4)**, (with regs. 44-46, Sch. 7)
- C2** Ss. 98ZA-98ZF applied (1.10.2006) by [The Employment Equality \(Age\) Regulations 2006 \(S.I. 2006/1031\)](#), regs. 1(1), **30(3)**, (with regs. 44-46)

Status:

Point in time view as at 01/10/2006. This version of this provision has been superseded.

Changes to legislation:

Employment Rights Act 1996, Section 98ZC is up to date with all changes known to be in force on or before 21 May 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.