



Energy Act 2013

2013 CHAPTER 32

PART 3

NUCLEAR REGULATION

CHAPTER 5

SUPPLEMENTARY

General duties of employers, employees and others

104 Duty not to charge employees for certain things

- (1) It is an offence for an employer to impose a charge, or allow a charge to be imposed, on an employee in respect of anything done or provided in pursuance of a specific requirement imposed by or under any [^{F1}of the relevant statutory provisions].
- (2) A person who commits an offence under this section is liable—
 - (a) on summary conviction to—
 - (i) in England and Wales, a fine, or
 - (ii) in Scotland or Northern Ireland, a fine not exceeding £20,000;
 - (b) on conviction on indictment, to a fine.
- (3) In this section—
 - (a) “employer” and “employee” have the same meanings as in Part 1 of the 1974 Act (see section 53(1) of that Act), ^{F2}...
 - ^{F2}(b)

Textual Amendments

- F1** Words in s. 104(1) substituted (31.12.2020) by [Nuclear Safeguards Act 2018 \(c. 15\), s. 6\(2\), Sch. para. 8\(a\)](#); S.I. 2020/1547, reg. 2(b)

Changes to legislation: Energy Act 2013, Section 104 is up to date with all changes known to be in force on or before 22 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. (See end of Document for details) View outstanding changes

F2 S. 104(3)(b) and word omitted (31.12.2020) by virtue of Nuclear Safeguards Act 2018 (c. 15), s. 6(2), Sch. para. 8(b); S.I. 2020/1547, reg. 2(b)

Commencement Information

I1 S. 104 in force at 1.4.2014 by S.I. 2014/251, art. 4

Changes to legislation:

Energy Act 2013, Section 104 is up to date with all changes known to be in force on or before 22 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.

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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. 68(4) inserted by [2023 c. 52 s. 302\(4\)](#)