



# Enterprise and Regulatory Reform Act 2013

## 2013 CHAPTER 24

### PART 2

#### EMPLOYMENT

##### *Unfair dismissal*

#### **13 Dismissal for political opinions: no qualifying period of employment**

In section 108 of the Employment Rights Act 1996 (qualifying period of employment), after subsection (3) insert—

“(4) Subsection (1) does not apply if the reason (or, if more than one, the principal reason) for the dismissal is, or relates to, the employee's political opinions or affiliation.”

**Changes to legislation:**

There are currently no known outstanding effects for the Enterprise and Regulatory Reform Act 2013, Section 13.