



Defence Reform Act 2014

2014 CHAPTER 20

PART 3

RESERVE FORCES

48 Unfair dismissal of reserve forces: no qualifying period of employment

- (1) The Employment Rights Act 1996 is amended as follows.
- (2) In section 108 (unfair dismissal: qualifying period of employment), at the end insert—
 - “(5) Subsection (1) does not apply if the reason (or, if more than one, the principal reason) for the dismissal is, or is connected with, the employee's membership of a reserve force (as defined in section 374 of the Armed Forces Act 2006).”
- (3) In section 192(2)(e) (armed forces), after “104C” insert “, 108(5) ”.
- (4) The amendment made by subsection (2) applies only where, in relation to the employee, the effective date of termination (as defined in section 97 of the Employment Rights Act 1996) falls on or after the day on which this section comes into force.

Commencement Information

II S. 48 in force at 1.10.2014 by S.I. 2014/2370, art. 4(d)

Changes to legislation:

Defence Reform Act 2014, Section 48 is up to date with all changes known to be in force on or before 02 March 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.

[View outstanding changes](#)

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. 25(8A) inserted by [2023 c. 54 Sch. 10 para. 13\(3\)](#)
- s. 35A inserted by [2023 c. 54 Sch. 10 para. 19](#)