

Employment Rights (Special Constables) Bill

[AS INTRODUCED]

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[AS INTRODUCED]

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B I L L

TO

Amend Section 50 of the Employment Rights Act 1996 to add Special Constables to the list of those granted the right to take time off work to perform their duties.

BE IT ENACTED by the King’s most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

1 Special constables: right to time off for public duties

- (1) The Employment Rights Act 1996 is amended as follows.
- (2) In section 50 (right to time off for public duties), after subsection (1), insert—
 - “(1A) An employer shall permit an employee who is a special constable, appointed in accordance with section 27 of the Police Act 1996 or section 9 of the Police and Fire Reform (Scotland) Act 2012, to take time off during the employee’s working hours for the purpose of performing their duties. 5
 - (1B) In section (1A), “duties” means any activity under the direction of a chief officer of police.” 10

2 Extent, commencement and short title

- (1) This Act extends to England and Wales and Scotland.
- (2) This Act comes into force at the end of the period of three months beginning with the day on which this Act is passed.
- (3) This Act may be cited as the Employment Rights (Special Constables) Act 2025. 15

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Presented by Sir Ashley Fox

Ordered, by The House of Commons, to be
Printed, 21st October 2024.

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