

Jury Duty:

Your Rights at Work

Your right to time off, what pay you're entitled to, how to claim loss of earnings, and what your employer can and cannot do.

 Last reviewed: August 2026

 GOV.UK · ACAS · Juries Act 1974

 England & Wales

ukworkrights.co.uk

Your right to time off for jury service

- You have an **absolute legal duty** to attend jury service when summoned
- Your employer **must give you time off** — refusing to grant leave is contempt of court
- Jury service typically lasts **10 working days** but can be longer for complex cases
- You can apply to **defer or be excused** if there are exceptional circumstances (e.g. critical surgery, military deployment)
- You **cannot be dismissed** for taking time off for jury service — it is automatically unfair dismissal
- You **cannot be selected for redundancy** because of jury service absence
- Dismissal or detriment for attending jury service is **automatically unfair** regardless of length of service

▲ SCOTLAND

Jury service in Scotland is governed by separate rules — jurors in Scotland typically serve for up to 15 days. The same employment protections apply.

What are you paid during jury service?

💡 THE LAW ON PAY

There is **no legal obligation** on your employer to pay you during jury service. However, many do — check your contract or staff handbook.

✅ CLAIMING FROM HMCTS

If your employer does not pay you, you can claim **loss of earnings** directly from HMCTS. Maximum £64.95/day for up to 10 days, rising thereafter.

DURATION	MAX DAILY ALLOWANCE
Up to 4 hours	£32.47
Over 4 hours	£64.95
After 10 days	Up to £129.91/day
After 200 days	Up to £222.82/day

Step by step — when you receive a summons

1

Tell your employer immediately

Show them the summons. Give as much notice as possible — your employer may want to plan around your absence.

2

Check your contract for jury service pay

Some employers continue full pay. If yours doesn't, you'll need to claim from HMCTS — pick up a loss of earnings form from the court on day one.

3

Apply to defer if timing is critical

You can request deferral up to 12 months if there are genuine operational reasons. Your employer can support this request but cannot compel you to defer.

4

Keep your employer updated on duration

Let HR know each day whether you're needed at court. If the case ends early, return to work promptly.

5

If your employer threatens dismissal — contact ACAS

Dismissal for jury service absence is automatically unfair. Call ACAS immediately: 0300 123 1100.

Frequently asked questions

Q Can my employer refuse to let me do jury service?

No. Your employer must give you time off. If your absence would cause serious prejudice to their business, they can write to the court to request deferral — but this is a request, not a refusal, and the decision lies with the court.

Q Am I protected from dismissal for doing jury service?

Yes. Dismissing you because of jury service is automatically unfair regardless of your length of service. You are also protected from any detriment — demotion, pay cuts, disciplinary action — connected to your jury service.

Q What if the case runs much longer than expected?

Longer cases attract higher daily allowances from HMCTS. Keep your employer informed. If your employer stops paying after an extended period, seek legal advice — they should still be treating you as on approved absence.

Q Can I claim expenses as well as loss of earnings?

Yes. HMCTS also pays travel and subsistence costs for attending court. Collect receipts and submit the claim form available at court.

FREE RIGHTS GUIDANCE

Questions about *jury service?*

Get plain-English guidance on your rights and your employer's legal duties.

ACAS

0300 123 1100

acas.org.uk

HMCTS JURY CENTRAL SUMMONING

0300 456 1024

gov.uk/jury-service

CITIZENS ADVICE

0800 144 8848

citizensadvice.org.uk

UK WORK RIGHTS — FREE GUIDE

**Does My Employer Have to Pay
Me for Jury Service? England
and Wales 2026 Guide**

ukworkrights.co.uk/guide-jury-service-england-wales.html

General rights guidance only — not legal advice · © UK Work Rights Ltd · Company No. 17228507 · ICO Registration No. ZC239465 · Registered office: 71–75 Shelton Street, Covent Garden, London, WC2H 9JQ · hello@ukworkrights.co.uk

Published by UK Work Rights Ltd

Drafted with AI assistance, using official sources.

Contains public sector information licensed under the [Open Government Licence v3.0](#).

KEEP GOING

More free *toolbox talks*

TOOLBOX TALK

Flexible Working

ukworkrights.co.uk/toolbox-flexibleworking.html

TOOLBOX TALK

Trade Union Rights

ukworkrights.co.uk/toolbox-tradeunion.html

TOOLBOX TALK

Zero Hours Contracts

ukworkrights.co.uk/toolbox-zerohours.html

FREE GUIDE

Jury service (England and Wales)

ukworkrights.co.uk/guide-jury-service-england-wales.html

Also: [Scotland](#) · [Northern Ireland](#)