

Jury Service

Jury service plays a vital part in the legal system and around 450,000 people are selected randomly each year. A jury is made up of 12 adults, all of whom will be UK residents aged between 18 and 70 years old.

Do you have to give employees time off?

If an employee is selected for jury service you must allow them time off and a refusal could mean that you would be in contempt of court and liable to a fine or imprisonment. You are not entitled to dismiss an employee over jury service and if you do this it will be treated as unfair dismissal.

Do you have to pay their wages?

You do not have to pay your employee whilst they are on jury service. However, the employee is entitled to claim back their loss of earnings from the court. As the employer, you should fill in a loss of earnings certificate (Form 5223) before the jury service starts.

How long does jury service last?

A juror would normally be asked to serve a period of 10 working days and during that time may sit on more than one case. However, if a trial takes longer than the 10 days, the juror would be expected to sit for its duration.

Expenses

The juror will be entitled to claim meal vouchers whilst attending court. They are also entitled to claim travel expenses and an allowance for other financial loss. The financial loss includes loss of earnings or benefits, child-minding fee, and any other costs that may have been incurred as a direct result of jury service.

Deferring or not attending jury service

A juror may ask for their jury service to be deferred but would need to show a good reason such as exams or a pre-booked holiday. Deferral, can by law, only be granted once, so when a juror makes such an application all dates that are to be avoided must be stated.