



# Trade Union and Labour Relations (Consolidation) Act 1992

## 1992 CHAPTER 52

### PART VII

#### MISCELLANEOUS AND GENERAL

##### *Excluded classes of employment*

#### **285 Employment outside Great Britain.**

- (1) The following provisions of this Act do not apply to employment where under his contract of employment an employee works, or in the case of a prospective employee would ordinarily work, outside Great Britain—

In Part III (rights in relation to trade union membership and activities)—

sections 137 to 143 (access to employment),

[<sup>F1</sup>sections 145A to 151 (inducements and detriment)], and

sections 168 to 173 (time off for trade union duties and activities);

In Part IV, [<sup>F2</sup>sections [<sup>F3</sup>193 to 194] (duty to notify Secretary of State of certain redundancies)].

[<sup>F4</sup>(1A) Sections 145A to 151 do not apply to employment where under his contract personally to do work or perform services a worker who is not an employee works outside Great Britain.]

[<sup>F5</sup>(1B) For the purposes of subsection (1) as it relates to sections 193 to 194, employment on board a ship registered in the United Kingdom shall be treated as employment where under his contract a person ordinarily works in Great Britain.]

- (2) For the [<sup>F6</sup>other purposes of subsection (1) and the purposes of subsection (1A)] employment on board a ship registered in the United Kingdom shall be treated as

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employment where under his contract a person ordinarily works in Great Britain unless—

- (a) the ship is registered at a port outside Great Britain, or
- (b) the employment is wholly outside Great Britain, or
- (c) the employee or, as the case may be, [<sup>F7</sup>the worker or] the person seeking employment or seeking to avail himself of a service of an employment agency, is not ordinarily resident in Great Britain.

#### Textual Amendments

- F1** Words in s. 285(1) substituted (1.10.2004) by [Employment Relations Act 2004 \(c. 24\), ss. 57\(1\), 59\(2\)-\(4\), Sch. 1 para. 17\(2\)](#); S.I. 2004/2566, [art. 3\(b\)](#) (with arts. 4-8)
- F2** Words in s. 285(1) substituted (25.10.1999) by 1999 c. 26, [s. 32\(1\)](#); S.I. 1999/2830, [art. 2\(1\) Sch. 1 Pt. I](#) (with [Sch. 3 para. 7](#))
- F3** Words in s. 285(1) substituted (6.2.2018) by [The Seafarers \(Transnational Information and Consultation, Collective Redundancies and Insolvency Miscellaneous Amendments\) Regulations 2018 \(S.I. 2018/26\), regs. 1\(1\), 3\(3\)\(a\)](#) (with [reg. 3\(4\)](#))
- F4** S. 285(1A) inserted (1.10.2004) by [Employment Relations Act 2004 \(c. 24\), ss. 57\(1\), 59\(2\)-\(4\), Sch. 1 para. 17\(3\)](#); S.I. 2004/2566, [art. 3\(b\)](#) (with arts. 4-8)
- F5** S. 285(1B) inserted (6.2.2018) by [The Seafarers \(Transnational Information and Consultation, Collective Redundancies and Insolvency Miscellaneous Amendments\) Regulations 2018 \(S.I. 2018/26\), regs. 1\(1\), 3\(3\)\(b\)](#) (with [reg. 3\(4\)](#))
- F6** Words in s. 285(2) substituted (6.2.2018) by [The Seafarers \(Transnational Information and Consultation, Collective Redundancies and Insolvency Miscellaneous Amendments\) Regulations 2018 \(S.I. 2018/26\), regs. 1\(1\), 3\(3\)\(c\)](#) (with [reg. 3\(4\)](#))
- F7** Words in s. 285(2)(c) inserted (1.10.2004) by [Employment Relations Act 2004 \(c. 24\), ss. 57\(1\), 59\(2\)-\(4\), Sch. 1 para. 17\(4\)\(b\)](#); S.I. 2004/2566, [art. 3\(b\)](#) (with arts. 4-8)

**Changes to legislation:**

Trade Union and Labour Relations (Consolidation) Act 1992, Section 285 is up to date with all changes known to be in force on or before 18 September 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.

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**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. 212A(1)(zb) inserted by [2023 c. 46 Sch. para. 1](#)