



Employment Tribunals Act 1996

1996 CHAPTER 17

PART II **E+W+S**

THE EMPLOYMENT APPEAL TRIBUNAL

Jurisdiction

21 Jurisdiction of Appeal Tribunal. **E+W+S**

- (1) An appeal lies to the Appeal Tribunal on any question of law arising from any decision of, or arising in any proceedings before, an [F1employment tribunal] under or by virtue of—
- (a) M1 the Equal Pay Act 1970,
 - (b) M2 the Sex Discrimination Act 1975,
 - (c) M3 the Race Relations Act 1976,
 - (d) M4 the Trade Union and Labour Relations (Consolidation) Act 1992,
 - (e) M5 the Disability Discrimination Act 1995, F2
 - (f) M6 the Employment Rights Act 1996 [F3F4
[F6]
F5 (fg)
 - [F7 (g) this Act,
(ga) the National Minimum Wage Act 1998,
(gb) the Employment Relations Act 1999,]
[the Working Time Regulations 1998, F9
F8 (h)
 - (i) the Transnational Information and Consultation of Employees Regulations 1999.]
 - [F10F11
 - (j) the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000.]

Status: Point in time view as at 06/04/2005.

Changes to legislation: Employment Tribunals Act 1996, Cross Heading: Jurisdiction is up to date with all changes known to be in force on or before 13 June 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. (See end of Document for details)

- [^{F12F13} . . .
- (k) the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002.][^{F14F15} . . .
 - (l) the Employment Equality (Sexual Orientation) Regulations 2003][^{F16F17} . . .
 - (m) the Employment Equality (Religion or Belief) Regulations 2003]
 - (n) [^{F18}the Merchant Shipping (Working Time: Inland Waterways) Regulations 2003.][^{F19F20} . . .
 - (o) the European Public Limited-Liability Company Regulations 2004.]
 - (p) [^{F21F22}the Fishing Vessels (Working Time: Sea-fishermen) Regulations 2004.][^{F23} or
 - (q) the Information and Consultation of Employees Regulations 2004.]
- (2) No appeal shall lie except to the Appeal Tribunal from any decision of an [^{F1}employment tribunal] under or by virtue of the Acts listed [^{F24}or the Regulations referred to] in subsection (1).
- (3) Subsection (1) does not affect any provision contained in, or made under, any Act which provides for an appeal to lie to the Appeal Tribunal (whether from an [^{F1}employment tribunal], the Certification Officer or any other person or body) otherwise than on a question to which that subsection applies.
- [The Appeal Tribunal also has any jurisdiction in respect of matters other than appeals
- ^{F25}(4) which is conferred on it by or under—
- (a) the Trade Union and Labour Relations (Consolidation) Act 1992,
 - (b) this Act, or
 - (c) any other Act.]]

Textual Amendments

- F1** Words in s. 21 substituted (1.8.1998) by 1998 c. 8, s. 1(2)(a) (with s. 16(2)); S.I. 1998/1658, art. 2(1), **Sch. 1**
- F2** Word in s. 21(1)(e) repealed (1.8.1998) by 1998 c. 8, s. 15, **Sch. 2**; S.I. 1998/1658, art. 2(1), **Sch. 1**
- F3** S. 21(1)(g) and word “or” immediately preceding inserted (*retrospectively*) by 1998 c. 8, ss. 15, 17(3), **Sch. 1 para. 17(1)(2)**
- F4** Word at the end of s. 21(1)(f) repealed (1.11.1998) by 1998 c. 39, s. 53, **Sch. 3** (with s. 36); S.I. 1998/2574, art. 2(1), **Sch. 1**
- F5** S. 21(1)(ff) inserted (1.11.1998) by 1998 c. 39, s. 29 (with s. 36); S.I. 1998/2574, art. 2(1), **Sch. 1**
- F6** S. 21(1)(fg) inserted (5.10.1999) by 1999 c. 10, ss. 7, 19(4), 20(2), **Sch. 3 para. 5**, **Sch. 6** and repealed (6.4.2003) by 2002 c. 21, ss. 60, 61, **Sch. 6**; S.I. 2003/962, **art. 2(3)(e)**, **Sch. 1** (subject to arts. 3, 4)
- F7** S. 21(1)(g)(ga)(gb) substituted (1.10.2004) for s. 21(1)(ff)(g) by **Employment Relations Act 2004** (c. 24), **ss. 38, 59**; S.I. 2004/2566, **art. 3(a)**
- F8** S. 21(1)(h)(i) substituted (15.1.2000) for words at the end of subsection (1) by S.I. 1999/3323, **reg. 35(3)**
- F9** Word at the end of s. 21(1)(h) omitted (1.7.2000) by virtue of S.I. 2000/1551, **reg. 10**, **Sch. para. 1(b)(i)**
- F10** S. 21(1)(j) and word “or” immediately preceding it inserted (1.7.2000) by S.I. 2000/1551, **reg. 10**, **Sch. para. 1(b)(ii)**
- F11** Word at the end of s. 21(1)(i) omitted (1.10.2002) by virtue of S.I. 2002/2034, **reg. 11 Sch. 2 para. 2(b)(i)**
- F12** S. 21(1)(k) inserted (1.10.2002) by S.I. 2002/2034, **reg. 11 Sch. 2 para. 2(b)(ii)**

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- F13** Word at the end of s. 21(1)(j) omitted (1.12.2003) by virtue of The Employment Equality (Sexual Orientation) Regulations 2003 (S.I. 2003/1661), reg. 39, **Sch. 5 para. 1(b)(i)**
- F14** S. 21(1)(l) and preceding word inserted (1.12.2003) by The Employment Equality (Sexual Orientation) Regulations 2003 (S.I. 2003/1661), reg. 39, **Sch. 5 para. 1(b)(ii)**
- F15** Word at the end of s. 21(1)(k) omitted (2.12.2003) by virtue of The Employment Equality (Religion or Belief) Regulations 2003 (S.I. 2003/1660), reg. 39(2), **Sch. 5 para. 1(b)(i)**
- F16** S. 21(1)(m) and preceding word inserted (2.12.2003) by The Employment Equality (Religion or Belief) Regulations 2003 (S.I. 2003/1660), reg. 39(2), **Sch. 5 para. 1(b)(ii)**
- F17** Word at the end of s. 21(1)(l) omitted (24.12.2003) by virtue of The Merchant Shipping (Working Time: Inland Waterways) Regulations 2003 (S.I. 2003/3049), reg. 20, **Sch. 2 para. 2(3)**
- F18** S. 21(1)(n) inserted (24.12.2003) by The Merchant Shipping (Working Time: Inland Waterways) Regulations 2003 (S.I. 2003/3049), reg. 20, **Sch. 2 para. 2(3)**
- F19** S. 21(1)(o) and preceding word inserted (8.10.2004) by The European Public Limited-Liability Company Regulations 2004 (S.I. 2004/2326), **reg. 49**
- F20** Word at the end of s. 21(1)(n) repealed (6.4.2005) by The Information and Consultation of Employees Regulations 2004 (S.I. 2004/3426), **reg. 37(a)** (with reg. 3)
- F21** S. 21(1)(o) inserted (16.8.2004) by The Fishing Vessels (Working Time: Sea-fishermen) Regulations 2004 (S.I. 2004/1713), reg. 22, **Sch. 2 para.1(3)**
- F22** S. 21(1)(o) renumbered (6.4.2005) as s. 21(1)(p) by virtue of The Information and Consultation of Employees Regulations 2004 (S.I. 2004/3426), **reg. 37(b)** (with reg. 3)
- F23** S. 21(1)(q) and preceding word inserted (6.4.2004) by The Information and Consultation of Employees Regulations 2004 (S.I. 2004/3426), **reg. 37(c)** (with reg. 3)
- F24** Words in s. 21(2) inserted (1.10.1998) by S.I. 1998/1833, **reg. 34(b)**
- F25** S. 21(4) inserted (1.8.1998) by 1998 c. 8, s. 15, **Sch. 1 para. 17(3)**; S.I. 1998/1658, art. 2(1), **Sch. 1**

Marginal Citations

- M1** 1970 c.41
M2 1975 c.65
M3 1976 c.74
M4 1992 c.52
M5 1995 c.50
M6 1996 c.18

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