

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

## SCHEDULES

### SCHEDULE 1

Section 240.

#### CONSEQUENTIAL AMENDMENTS

##### *The Equal Pay Act 1970 (c.41)*

- 1 (1) Section 1 of the Equal Pay Act 1970 is amended as follows.
- (2) In subsection (10A)—
  - (a) for “section 139 of the Employment Protection (Consolidation) Act 1978” substitute “section 195 of the Employment Rights Act 1996”, and
  - (b) for “subsections (4) to (9)” substitute “subsections (6) to (12)”.
- (3) In subsection (10B)—
  - (a) for “section 139A of the Employment Protection (Consolidation) Act 1978” substitute “section 194 of the Employment Rights Act 1996”, and
  - (b) for “subsection (6)” substitute “subsection (7)”.

##### *The Atomic Energy Authority Act 1971 (c.11)*

- 2 (1) Section 10 of the Atomic Energy Authority Act 1971 is amended as follows.
- (2) In subsection (2)—
  - (a) in paragraph (a), for “the said sections 1 to 4” substitute “sections 1 to 7 of the Employment Rights Act 1996”, and
  - (b) in paragraph (b)—
    - (i) for “section 5 of the said Act of 1978” substitute “the Employment Rights Act 1996”, and
    - (ii) for “subsection (1) of that section” substitute “section 1 of that Act”.
- (3) In subsection (3)—
  - (a) for “the Employment Protection (Consolidation) Act 1978” substitute “the Employment Rights Act 1996”, and
  - (b) for “sections 1 to 4” substitute “section 1”.
- (4) In subsection (4)—
  - (a) for “Schedule 13 to the said Act of 1978” substitute “Chapter 1 of Part XIV of the Employment Rights Act 1996”, and
  - (b) for the words from “sub-paragraph (2)” to “that sub-paragraph” substitute “subsection (2) of section 218 of that Act, be taken to be such a transfer of an undertaking as is mentioned in that subsection”.

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)

*The Attachment of Earnings Act 1971 (c.32)*

3 Paragraph 3 of Part I of Schedule 3 to the Attachment of Earnings Act 1971 shall continue to have effect with the substitution (originally made by paragraph 4 of Schedule 4 to the Wages Act 1986) of the following paragraph for paragraph (c)—

“(c) amounts deductible under any enactment, or in pursuance of a request in writing by the debtor, for the purposes of a superannuation scheme, namely any enactment, rules, deed or other instrument providing for the payment of annuities or lump sums—

(i) to the persons with respect to whom the instrument has effect on their retirement at a specified age or on becoming incapacitated at some earlier age, or

(ii) to the personal representatives or the widows, relatives or dependants of such persons on their death or otherwise,

whether with or without any further or other benefits.”

*The British Library Act 1972 (c.54)*

4 In paragraph 13(3)(a) of the Schedule to the British Library Act 1972, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Health and Safety at Work etc. Act 1974 (c.37)*

5 In section 80(2A) of the Health and Safety at Work etc. Act 1974, for “the Employment Protection (Consolidation) Act 1978 which re-enact” substitute “ the Employment Rights Act 1996 or the Trade Union and Labour Relations (Consolidation) Act 1992 which derive from provisions of the Employment Protection (Consolidation) Act 1978 which re-enacted ”.

*The Sex Discrimination Act 1975 (c.65)*

6 (1) The Sex Discrimination Act 1975 is amended as follows.

(2) In section 85A(2)—

(a) for “section 139 of the Employment Protection (Consolidation) Act 1978” substitute “ section 195 of the Employment Rights Act 1996 ”, and

(b) for “subsections (4) to (9)” substitute “ subsections (6) to (12) ”.

(3) In section 85B(2)—

(a) for “section 139A of the Employment Protection (Consolidation) Act 1978” substitute “ section 194 of the Employment Rights Act 1996 ”, and

(b) for “subsection (6)” substitute “ subsection (7) ”.

*The Scottish Development Agency Act 1975 (c.69)*

7 In paragraph 6 of Schedule 3 to the Scottish Development Agency Act 1975, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

*The Welsh Development Agency Act 1975 (c.70)*

- 8 In paragraph 7 of Schedule 2 to the Welsh Development Agency Act 1975, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Lotteries and Amusements Act 1976 (c.32)*

- 9 In section 23(1) of the Lotteries and Amusements Act 1976, for “meanings given by section 153(1) of the Employment Protection (Consolidation) Act 1978” substitute “ same meanings as in the Employment Rights Act 1996 ”.

*The Race Relations Act 1976 (c.74)*

- 10 (1) The Race Relations Act 1976 is amended as follows.
- (2) In section 75A(2)—
- (a) for “section 139 of the Employment Protection (Consolidation) Act 1978” substitute “ section 195 of the Employment Rights Act 1996 ”, and
  - (b) for “subsections (4) to (9)” substitute “ subsections (6) to (12) ”.
- (3) In section 75B(2)—
- (a) for “section 139A of the Employment Protection (Consolidation) Act 1978” substitute “ section 194 of the Employment Rights Act 1996 ”, and
  - (b) for “subsection (6)” substitute “ subsection (7) ”.
- (4) In paragraph 11(4) of Schedule 2, for paragraphs (a) and (c) substitute—
- “(a) the Employment Rights Act 1996 except Part XI;
  - (b) the Trade Union and Labour Relations (Consolidation) Act 1992; and”.

*The Development of Rural Wales Act 1976 (c.75)*

F11 .....

**Textual Amendments**

**F1** Sch. 1 para. 11 repealed (1.10.1998) by 1998 c. 38, s. 152, Sch. 18 Pt. IV (with ss. 137(1), 139(2), 141(1), 143(2)); S.I. 1998/2244, art. 4

*The New Towns (Scotland) Act 1977 (c.16)*

- 12 In section 3(6) of the New Towns (Scotland) Act 1977, for “Parts I, IV, V and VI of the Employment Protection (Consolidation) Act 1978” substitute “ Parts I and IX to XI of the Employment Rights Act 1996 ”.

*The National Health Service (Scotland) Act 1978 (c.29)*

- 13 In section 12C(3) of the National Health Service (Scotland) Act 1978—
- (a) for “Part VI of the Employment Protection (Consolidation) Act 1978” substitute “ Part XI of the Employment Rights Act 1996 ”, and

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

(b) for “Part VI of that Act” substitute “ that Part of that Act ”.

*The House of Commons (Administration) Act 1978 (c.36)*

14 In paragraph 1 of Schedule 2 to the House of Commons (Administration) Act 1978, for “section 139 of the Employment Protection (Consolidation) Act 1978” substitute “ section 195 of the Employment Rights Act 1996 ”.

*The New Towns Act 1981 (c.64)*

15 In section 54(5) of the New Towns Act 1981, for “Schedule 13 to the Employment Protection (Consolidation) Act 1978” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.

*The Wildlife and Countryside Act 1981 (c.69)*

16 In paragraph 8(4) of Schedule 13 to the Wildlife and Countryside Act 1981, for the words from “Schedule” to “continuous)” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.

*The Hops Marketing Act 1982 (c.5)*

17 <sup>F2</sup> .....

**Textual Amendments**  
<sup>F2</sup> Sch. 1 para. 17 repealed (22.7.2004) by Statute Law (Repeals) Act 2004 (c. 14), s. 1(1), {Sch. 1 Pt. 2 Group 1}

*The Oil and Gas (Enterprise) Act 1982 (c.23)*

<sup>F3</sup>18 .....

**Textual Amendments**  
<sup>F3</sup> Sch. 1 para. 18 repealed (15.2.1999) by 1998 c. 17, s. 51(1), Sch. 5 Pt. I (with Sch. 3 para. 5(1)); S.I. 1999/161, art. 2(1)

*The Local Government Finance Act 1982 (c.32)*

<sup>F4</sup>19 .....

**Textual Amendments**  
<sup>F4</sup> Sch. 1 para. 19 repealed (11.9.1998) by 1998 c. 18, ss. 54(3), 55(2), Sch. 5

*The Administration of Justice Act 1982 (c.53)*

20 In section 10(d) of the Administration of Justice Act 1982—

---

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

---

- (a) for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”, and
- (b) for “section 81” substitute “ section 135 ”.

*The Health and Social Services and Social Security Adjudications Act 1983 (c.41)*

- 21 In paragraph 23 of Part II of Schedule 3 to the Health and Social Services and Social Security Adjudications Act 1983, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The National Audit Act 1983 (c.44)*

- 22 In paragraph 2(3) of Schedule 2 to the National Audit Act 1983, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The National Heritage Act 1983 (c.47)*

- 23 In—
- (a) paragraph 5(5) of Part I of Schedule 1,
  - (b) paragraph 15(5) of Part II of Schedule 1,
  - (c) paragraph 25(5) of Part III of Schedule 1,
  - (d) paragraph 35(5) of Part IV of Schedule 1,
  - (e) paragraph 2(5) of Schedule 2, and
  - (f) paragraph 5(5) of Schedule 3,
- to the National Heritage Act 1983, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The National Heritage (Scotland) Act 1985 (c.16)*

- 24 In—
- (a) paragraph 5(5) of Part I, and
  - (b) paragraph 16(5) of Part II,
- of Schedule 1 to the National Heritage (Scotland) Act 1985, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Prosecution of Offences Act 1985 (c.23)*

- 25 (1) The Prosecution of Offences Act 1985 is amended as follows.
- (2) In section 11(5), for “Schedule 13 to the Employment Protection (Consolidation) Act 1978” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.
  - (3) In section 15(6), for the words from “be treated as” to “shall not be so treated” substitute “ not be treated as transferred functions ”.

*The Local Government Act 1985 (c.51)*

- 26 (1) The Local Government Act 1985 is amended as follows.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

- (2) In section 54(2), for “Schedule 13 to the said Act of 1978” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.
- (3) In section 105(1), for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Trustee Savings Banks Act 1985 (c.58)*

- 27 In section 3(7) of the Trustee Savings Banks Act 1985, for “paragraph 17(3) of Schedule 13 to the Employment Protection (Consolidation) Act 1978” substitute “ section 218(3) of the Employment Rights Act 1996 ”.

*The Housing (Consequential Provisions) Act 1985 (c.71)*

- 28 In paragraph 7(2)(b) of Schedule 4 to the Housing (Consequential Provisions) Act 1985, for “Schedule 13 to that Act” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.

*The Insolvency Act 1986 (c.45)*

- 29 In paragraph 13 of Schedule 6 to the Insolvency Act 1986, for sub-paragraph (2) substitute—

- “(2) An amount falls within this sub-paragraph if it is—
- (a) a guarantee payment under Part III of the Employment Rights Act 1996 (employee without work to do);
  - (b) any payment for time off under section 53 (time off to look for work or arrange training) or section 56 (time off for ante-natal care) of that Act or under section 169 of the Trade Union and Labour Relations (Consolidation) Act 1992 (time off for carrying out trade union duties etc.);
  - (c) remuneration on suspension on medical grounds, or on maternity grounds, under Part VII of the Employment Rights Act 1996; or
  - (d) remuneration under a protective award under section 189 of the Trade Union and Labour Relations (Consolidation) Act 1992 (redundancy dismissal with compensation).”

*The Legal Aid (Scotland) Act 1986 (c.47)*

- 30 In paragraph 10(1) of Schedule 1 to the Legal Aid (Scotland) Act 1986, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Debtors (Scotland) Act 1987 (c.18)*

- 31 In section 73(3)(g) of the Debtors (Scotland) Act 1987, for “section 81(1) of the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

*The Pilotage Act 1987 (c.21)*

- 32 In section 25(6) of the Pilotage Act 1987, for “Schedule 13 to the Employment Protection (Consolidation) Act 1978” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.

*The Housing (Scotland) Act 1987 (c.26)*

- 33 In paragraph 10(2)(b) of Schedule 22 to the Housing (Scotland) Act 1987, for “Schedule 13 to that Act” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.

*The Consumer Protection Act 1987 (c.43)*

- 34 In section 22(5) of the Consumer Protection Act 1987, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Income and Corporation Taxes Act 1988 (c.1)*

- 35 (1) The Income and Corporation Taxes Act 1988 is amended as follows.
- (2) In section 579—
- (a) in subsections (3)(a) and (5)(a) and in subsection (4)(a) as it has effect for the purposes of corporation tax, for the words from “by which” to “rebate” substitute “ of the redundancy payment or the corresponding amount of the other employer’s payment ”, and
  - (b) in subsection (6), for “section 106 of the Employment Protection (Consolidation) Act 1978” substitute “ section 166 of the Employment Rights Act 1996 ”.
- (3) In section 580(1)—
- (a) in paragraph (a), for “, “employer’s payment” and “rebate” have the same meaning as in the Employment Protection (Consolidation) Act 1978 (“the 1978 Act”)” substitute “ and “employer’s payment” have the same meaning as in Part XI of the Employment Rights Act 1996 ”,
  - (b) in paragraph (b), for the words “of the relevant redundancy payment” onwards substitute “ which would have been payable as a redundancy payment had one been payable; ”, and
  - (c) in paragraph (c), for “the 1978 Act” substitute “ the Employment Rights Act 1996 ”.
- (4) In—
- (a) paragraph 19(a) of Part III of Schedule 9, and
  - (b) paragraph 2 of Schedule 10,
- for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Legal Aid Act 1988 (c.34)*

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

**Textual Amendments**

**F5** Sch. 1 para. 36 repealed (1.4.2000) by 1999 c. 22, ss. 106, **Sch. 15 Pt. I**; S.I. 2000/774, art. 2, **Sch.** (with transitional provisions in arts. 5, 7, 8, 11)

*The Education Reform Act 1988 (c.40)*

- 37 (1) The Education Reform Act 1988 is amended as follows.
- (2) In section 174(2), for “Schedule 13 to that Act” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.
- (3) In section 203(7), for “section 55 of the Employment Protection (Consolidation) Act 1978” substitute “ Part X of the Employment Rights Act 1996 ”.
- (4) In section 221(2)(b), for “section 81 of the Employment Protection (Consolidation) Act 1978” substitute “ section 135 of the Employment Rights Act 1996 ”.
- (5) In section 235—
  - (a) in subsection (1), for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”, and
  - (b) in subsection (2)(f), for “section 81 of the Employment Protection (Consolidation) Act 1978” substitute “ section 139 of the Employment Rights Act 1996 ”.

*The Local Government Finance Act 1988 (c.41)*

38 In paragraph 6(4) of Schedule 11 to the Local Government Finance Act 1988, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Housing (Scotland) Act 1988 (c.43)*

39 In paragraph 12(1) of Schedule 1 to the Housing (Scotland) Act 1988, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Health and Medicines Act 1988 (c.49)*

40 In section 18 of the Health and Medicines Act 1988, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Housing Act 1988 (c.50)*

<sup>F6</sup>41 .....

**Textual Amendments**

**F6** Sch. 1 para. 41 repealed (1.11.1998) by 1998 c. 38, s. 152, **Sch. 18 Pt. VI** (with ss. 137(1), 139(2), 141(1), 143(2)); S.I. 1998/2244, art. 5

---

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

---

*The Dock Work Act 1989 (c.13)*

- 42 In section 6(3) of the Dock Work Act 1989—
- (a) for “the 1978 Act” substitute “ the Employment Rights Act 1996 ”,
  - (b) for “section 151 of, and Schedule 13 to,” substitute “ Chapter I of Part XIV of ”,
  - (c) for “paragraph 15 of Schedule 13” substitute “ section 216 of that Act ”, and
  - (d) for “paragraph 4 of that Schedule” substitute “ section 212(1) of that Act ”.

*The Electricity Act 1989 (c.29)*

- 43 (1) The Electricity Act 1989 is amended as follows.
- (2) In section 56(3), for “Schedule 13 to the said Act of 1978” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.
- (3) In—
- (a) paragraph 4(1) of Schedule 14, and
  - (b) paragraph 4(1) of Schedule 15,
- for the words from the beginning to “continuous” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.

*The Local Government and Housing Act 1989 (c.42)*

- 44 In section 10 of the Local Government and Housing Act 1989—
- (a) in subsection (1), for “subsection (4) of section 29 of the Employment Protection (Consolidation) Act 1978” substitute “ section 50(4) of the Employment Rights Act 1996 ”, and
  - (b) in subsection (2)—
    - (i) for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”, and
    - (ii) for “subsection (1) of section 29” substitute “ subsection (2) of section 50 ”.

*The National Health Service and Community Care Act 1990 (c.19)*

- 45 (1) The National Health Service and Community Care Act 1990 is amended as follows.
- (2) In section 7(3)—
- (a) for “Part VI of the Employment Protection (Consolidation) Act 1978” substitute “ Part XI of the Employment Rights Act 1996 ”, and
  - (b) for “the said Part VI” substitute “ that Part of that Act ”.
- (3) In—
- [F7(a) section 20(6), and]
  - (b) section 49(3)(b),
- for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.
- (4) In section 60(3)—

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

- (a) for “Part VI of the Employment Protection (Consolidation) Act 1978” substitute “ Part XI of the Employment Rights Act 1996 ”, and
- (b) for “the said Part VI” substitute “ that Part of that Act ”.

#### Textual Amendments

**F7** Sch. 1 para. 45(3)(a) repealed (E.W.) (11.9.1998) by 1998 c. 18, ss. 54(3), 55(2), Sch. 5

#### *The Enterprise and New Towns (Scotland) Act 1990 (c.35)*

- 46 In paragraph 17(1) of Schedule 1 to the Enterprise and New Towns (Scotland) Act 1990, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

#### *The Environmental Protection Act 1990 (c.43)*

- 47 In paragraph 15 of Schedule 10 to the Environmental Protection Act 1990, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

#### *The Natural Heritage (Scotland) Act 1991 (c.28)*

- 48 In paragraph 4 of Schedule 4 to the Natural Heritage (Scotland) Act 1991, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

#### *The Coal Mining Subsidence Act 1991 (c.45)*

- 49 In section 30(7) of the Coal Mining Subsidence Act 1991—
- (a) for “section 153(4) of the Employment Protection (Consolidation) Act 1978” substitute “ section 231 of the Employment Rights Act 1996 ”, and
  - (b) for “meaning given by section 153(1) of the Employment Protection (Consolidation) Act 1978” substitute “ same meaning as in the Employment Rights Act 1996 ”.

#### *The Ports Act 1991 (c.52)*

- 50 In section 24(8) of the Ports Act 1991, for the words from the beginning to “continuous” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.

#### *The Social Security Contributions and Benefits Act 1992 (c.4)*

- 51 (1) The Social Security Contributions and Benefits Act 1992 is amended as follows.

<sup>F8</sup>(2) .....

(3) In—

- (a) section 27(2)(b), and
- (b) section 28(4),

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

for “section 81(2) of the Employment Protection (Consolidation) Act 1978” substitute “ section 139(1) of the Employment Rights Act 1996 ”.

(4) In section 112(3)—

- (a) in paragraph (a), for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”,
- (b) in paragraph (b), after “that Act” insert “ or the Trade Union and Labour Relations (Consolidation) Act 1992 ”, and
- (c) in paragraph (c), for “the Employment Protection Act 1975” substitute “ the Trade Union and Labour Relations (Consolidation) Act 1992 ”.

(5) In section 171(1), for “section 55(2) to (7) of the Employment Protection (Consolidation) Act 1978” substitute “ Part X of the Employment Rights Act 1996 ”.

#### Textual Amendments

**F8** Sch. 1 para. 51(2) repealed (6.4.2000) by 1999 c. 30, s. 88, Sch. 13 Pt. VI; S.I. 1999/3420, art. 4(c)(e)

#### *The Further and Higher Education Act 1992 (c.13)*

52 (1) The Further and Higher Education Act 1992 is amended as follows.

(2) In section 35—

- (a) in subsection (1)(c)—
  - (i) for “section 84 of the Employment Protection (Consolidation) Act 1978” substitute “ section 138 of the Employment Rights Act 1996 ”, and
  - (ii) for “Part VI” substitute “ Part XI ”, and
- (b) in subsection (2), for “Schedule 13 to” substitute “ Chapter I of Part XIV of”.

(3) In section 49(2)(b), for “section 81 of the Employment Protection (Consolidation) Act 1978” substitute “ Part XI of the Employment Rights Act 1996 ”.

(4) In section 90(1), for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

#### *The Timeshare Act 1992 (c.35)*

53 In section 1 of the Timeshare Act 1992—

- (a) in subsection (3)(b), for “as defined in section 153 of the Employment Protection (Consolidation) Act 1978” substitute “ within the meaning of the Employment Rights Act 1996 ”, and
- (b) in subsection (8)(b), for “section 153 of the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

#### *The Further and Higher Education (Scotland) Act 1992 (c.37)*

54 In section 33(3)(b) of the Further and Higher Education (Scotland) Act 1992, for “section 81 of the Employment Protection (Consolidation) Act 1978” substitute “ section 135 of the Employment Rights Act 1996 ”.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

*The Museums and Galleries Act 1992 (c.44)*

- 55 In section 1(7) of the Museums and Galleries Act 1992, for “paragraph 17(3) of Schedule 13 to the Employment Protection (Consolidation) Act 1978” substitute “section 218(3) of the Employment Rights Act 1996”.

*The Trade Union and Labour Relations (Consolidation) Act 1992 (c.52)*

- 56 (1) The Trade Union and Labour Relations (Consolidation) Act 1992 is amended as follows.

(2) In section 67(8)—

- (a) in paragraph (a), for “paragraph 8(1)(b) of Schedule 14 to the Employment Protection (Consolidation) Act 1978” substitute “section 227(1)(a) of the Employment Rights Act 1996”, and
- (b) in paragraph (b), for “section 75” substitute “section 124(1)”.

(3) In section 68(11), for “Part I of the Wages Act 1986” substitute “the Employment Rights Act 1996”.

(4) In section 68A(4)—

- (a) in paragraph (a), for “the Employment Protection (Consolidation) Act 1978” substitute “the Employment Rights Act 1996”, and
- (b) in paragraph (b), for “section 1(1) of the Wages Act 1986” substitute “section 13 of that Act”.

<sup>F9</sup>(5) .....

(6) In section 140(4), for “section 75 of the Employment Protection (Consolidation) Act 1978” substitute “section 124(1) of the Employment Rights Act 1996”.

(7) In—

- (a) section 152(1), and
- (b) section 153,

for “Part V of the Employment Protection (Consolidation) Act 1978” substitute “Part X of the Employment Rights Act 1996”.

(8) In section 154, for “Section 64 of the Employment Protection (Consolidation) Act 1978 (qualifying period and upper age limit for unfair dismissal protection) does” substitute “Sections 108 and 109 of the Employment Rights Act 1996 (qualifying period and upper age limit for unfair dismissal protection) do”.

(9) In section 156—

- (a) in subsection (1), for “subsection (7A), (7B) or (9) of section 73 of the Employment Protection (Consolidation) Act 1978” substitute “section 122 of the Employment Rights Act 1996”, and
- (b) in subsection (2), for “subsection (7B)” substitute “subsection (2)”.

(10) In section 157—

- (a) in subsection (1), for “section 73(2) of the Employment Protection (Consolidation) Act 1978” substitute “section 121 of the Employment Rights Act 1996”, and

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

- (b) in subsection (2), for “section 71(2)(b) of the Employment Protection (Consolidation) Act 1978” substitute “section 117(3)(b) of the Employment Rights Act 1996”.
- (11) In section 158—
- (a) in subsection (2), for “section 71(2)(a) of the Employment Protection (Consolidation) Act 1978” substitute “section 117(3)(a) of the Employment Rights Act 1996”,
  - (b) in subsection (3), for “section 73(5) of the Employment Protection (Consolidation) Act 1978” substitute “section 119(4) of the Employment Rights Act 1996”, and
  - (c) in subsection (7), for the words from the beginning to “Part” substitute—
    - “(7) Chapter II of Part XIV of the Employment Rights Act 1996 (calculation of a week’s pay) applies for the purposes of this section with the substitution for section 226 of the following—
    - For the purposes of this Chapter”.
- (12) In section 167—
- (a) in subsection (1), for “Part V of the Employment Protection (Consolidation) Act 1978” substitute “Part X of the Employment Rights Act 1996”, and
  - (b) in subsection (2)—
    - (i) for “section 67 of the Employment Protection (Consolidation) Act 1978” substitute “section 111 of the Employment Rights Act 1996”,
    - (ii) for “section 68(2) or 71(2)(a)” substitute “section 112(4) or 117(3)(a)”, and
    - (iii) for “section 69” substitute “section 113”.
- (13) In section 176(6)—
- (a) in paragraph (a), for “paragraph 8(1)(b) of Schedule 14 to the Employment Protection (Consolidation) Act 1978” substitute “section 227(1)(a) of the Employment Rights Act 1996”, and
  - (b) in paragraph (b), for “section 75” substitute “section 124(1)”.
- (14) In section 190—
- (a) in subsection (4)—
    - (i) for “Schedule 3 to the Employment Protection (Consolidation) Act 1978” substitute “sections 87 to 91 of the Employment Rights Act 1996”, and
    - (ii) for “section 49(1)” substitute “section 86(1)”, and
  - (b) in subsection (5)—
    - (i) for “Schedule 14 to the Employment Protection (Consolidation) Act 1978” substitute “Chapter II of Part XIV of the Employment Rights Act 1996”,
    - (ii) for “Part II of that Schedule” substitute “that Chapter”, and
    - (iii) for “paragraph 7(1)(k) or (l) of that Schedule” substitute “section 226(5)”.
- (15) In sections 237(1A) and 238(2A)—
- (a) for “section 57A, 57AA or 60 of the Employment Protection (Consolidation) Act 1978 (dismissal in health and safety cases, employee representative

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

and maternity cases)” substitute “ section 99(1) to (3), 100 or 103 of the Employment Rights Act 1996 (dismissal in maternity, health and safety and employee representative cases) ”, and

(b) for “section 59” substitute “ section 105(9) ”.

(16) In section 239—

(a) in subsection (1), for “Part V of the Employment Protection (Consolidation) Act 1978” substitute “ Part X of the Employment Rights Act 1996 ”,

(b) in subsection (2), for “section 67(2)” substitute “ section 111(2) ”, and

(c) in subsection (3), for “sections 57 to 61 of the Employment Protection (Consolidation) Act 1978” substitute “ sections 98 to 106 of the Employment Rights Act 1996 ”.

(17) In section 278(6), for “Subsections (4) to (9) of section 139 of the Employment Protection (Consolidation) Act 1978” substitute “ Subsections (6) to (12) of section 195 of the Employment Rights Act 1996 ”.

(18) In section 282, for subsection (2) substitute—

“(2) Chapter I of Part XIV of the Employment Rights Act 1996 (computation of period of continuous employment), and any provision modifying or supplementing that Chapter for the purposes of that Act, apply for the purposes of this section.”

(19) In section 298, for “section 55 of the Employment Protection (Consolidation) Act 1978” substitute “ Part X of the Employment Rights Act 1996 ”.

**Textual Amendments**

**F9** Sch. 1 para. 56(5) repealed (1.8.1998) by 1998 c. 8, s. 15, Sch. 2; S.I. 1998/1658, art. 2(1), Sch. 1

*The Tribunals and Inquiries Act 1992 (c.53)*

57 In section 11(2) of the Tribunals and Inquiries Act 1992, for “Subsection (1)” substitute “ This section ”.

*The Social Security Act 1993 (c.3)*

58 In section 2(4)(b) of the Social Security Act 1993, for “sections 106(2) and 122(1) of the Employment Protection (Consolidation) Act 1978” substitute “ sections 167(1) and 182 of the Employment Rights Act 1996 ”.

*The Education Act 1993 (c.35)*

<sup>F10</sup>59 .....

**Textual Amendments**

**F10** Sch. 1 para. 59 repealed (1.11.1996) by 1996 c. 56, ss. 582(2), 583(2), Sch. 38 Pt. I (with s. 1(4), Sch. 39)

---

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

---

*The Railways Act 1993 (c.43)*

- 60 (1) The Railways Act 1993 is amended as follows.
- (2) In section 93(5), (6) and (12), for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.
- (3) In paragraph 6 of Schedule 11, for sub-paragraphs (10) to (12) substitute—
- “(10) Chapter I of Part XIV of the Employment Rights Act 1996, except section 218(6), shall apply for the purposes of this paragraph as it applies for the purposes of that Act.”

*The Pension Schemes Act 1993 (c.48)*

- 61 (1) The Pension Schemes Act 1993 is amended as follows.
- (2) In section 123(3), for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.
- (3) In section 124(4), for “, maternity pay under Part III” onwards substitute “ and any payment such as is referred to in section 184(2) of the Employment Rights Act 1996 ”.
- (4) In section 165—
- (a) in subsection (7), for “section 137 of the Employment Protection (Consolidation) Act 1978” substitute “ section 201 of the Employment Rights Act 1996 ”, and
- (b) in subsection (8), for “section 144(5) of the Employment Protection (Consolidation) Act 1978” substitute “ section 199(5) of the Employment Rights Act 1996 ”.

*The Finance Act 1994 (c.9)*

- 62 In paragraph 27 of Schedule 24 to the Finance Act 1994—
- (a) for sub-paragraphs (9) to (11) substitute—
- “(9) Chapter I of Part XIV of the Employment Rights Act 1996, except section 218(6), shall apply for the purposes of this paragraph as it applies for the purposes of that Act.”, and
- (b) in sub-paragraph (13), for “sub-paragraphs (11) and” substitute “ sub-paragraph ”.

*The Local Government (Wales) Act 1994 (c.19)*

- 63 (1) The Local Government (Wales) Act 1994 is amended as follows.
- (2) In section 41—
- (a) in subsection (1)—
- (i) for “section 84 of the Employment Protection (Consolidation) Act 1978” substitute “ section 138 of the Employment Rights Act 1996 ”, and
- (ii) for “Part VI” substitute “ Part XI ”, and
- (b) in subsection (2), for “Schedule 13 to the Act of 1978” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

- (3) In section 43—
- (a) in subsection (6), for “section 82(5) or (6) or 84(3) of the Employment Protection (Consolidation) Act 1978” substitute “ section 138 or 141 of the Employment Rights Act 1996 ”, and
  - (b) in subsection (7), for “Part VI of the Act of 1978” substitute “ Part XI of the Employment Rights Act 1996 ”.
- (4) In section 44—
- (a) in subsection (1), for “Part IV, V or VI of the Employment Protection (Consolidation) Act 1978” substitute “ Part IX, X or XI of the Employment Rights Act 1996 ”,
  - (b) in subsection (3), for “sections 101, 102, 108 and 119 of the Act of 1978” substitute “ sections 164, 165, 170 and 179 of the Employment Rights Act 1996 ”, and
  - (c) in subsection (4), for “sections 81(4), 82(1) and 101 of the Act of 1978, and in Schedule 4 to that Act,” substitute “ sections 155, 156, 162 and 164 of the Employment Rights Act 1996 ”.
- (5) In section 45(5), for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Coal Industry Act 1994 (c.21)*

- 64 In paragraph 4(11) of Schedule 5 to the Coal Industry Act 1994, for the words from the beginning to “that Schedule” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996, except section 218(6), ”.

*The Criminal Justice and Public Order Act 1994 (c.33)*

- 65 In section 126(2) of the Criminal Justice and Public Order Act 1994, for paragraph (a) substitute—
- “(a) the Trade Union and Labour Relations (Consolidation) Act 1992 and the Employment Rights Act 1996;”.

*The Local Government etc. (Scotland) Act 1994 (c.39)*

- 66 (1) The Local Government etc. (Scotland) Act 1994 is amended as follows.
- (2) In section 10—
- (a) in subsection (1)—
    - (i) for “section 84 of the Employment Protection (Consolidation) Act 1978” substitute “ section 138 of the Employment Rights Act 1996 ”, and
    - (ii) for “Part VI” substitute “ Part XI ”, and
  - (b) in subsection (2), for “Schedule 13 to the said Act of 1978” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.
- (3) In section 13—
- (a) in subsection (5), for the words from “subsections” to “1978” substitute “ section 138 or 141 of the Employment Rights Act 1996 (renewal of contract or re-engagement) ”, and

---

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)

---

(b) in subsection (6), for “Part VI of the said Act of 1978” substitute “ Part XI of the Employment Rights Act 1996 ”.

(4) In section 14(1), for “Part VI of the Employment Protection (Consolidation) Act 1978” substitute “ Part XI of the Employment Rights Act 1996 ”.

*The Jobseekers Act 1995 (c.18)*

67 (1) The Jobseekers Act 1995 is amended as follows.

(2) In—

(a) section 14(3)(b), and

(b) section 19(7),

for “section 81(2) of the Employment Protection (Consolidation) Act 1978” substitute “ section 139(1) of the Employment Rights Act 1996 ”.

(3) In paragraph 6(2)(a)(i) of Schedule 1, for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

*The Environment Act 1995 (c.25)*

68 In paragraph 3 of Schedule 2 to the Environment Act 1995—

(a) in sub-paragraph (6), for “section 84 of the Employment Protection (Consolidation) Act 1978” substitute “ section 138 of the Employment Rights Act 1996 ”, and

(b) in sub-paragraph (7), for “Schedule 13 to the Employment Protection (Consolidation) Act 1978” substitute “ Chapter I of Part XIV of the Employment Rights Act 1996 ”.

*The Disability Discrimination Act 1995 (c.50)*

69 (1) The Disability Discrimination Act 1995 is amended as follows.

(2) In section 50(9)(a), for “the Employment Protection (Consolidation) Act 1978” substitute “ the Employment Rights Act 1996 ”.

(3) In section 65(2), for “section 139 of the Employment Protection (Consolidation) Act 1978” substitute “ section 195 of the Employment Rights Act 1996 ”.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

## SCHEDULE 2

Section 241.

### TRANSITIONAL PROVISIONS, SAVINGS AND TRANSITORY PROVISIONS

#### PART I

##### TRANSITIONAL PROVISIONS AND SAVINGS

###### *General transitionals and savings*

- 1       The substitution of this Act for the provisions repealed or revoked by this Act does not affect the continuity of the law.
- 2       (1) Anything done, or having effect as done, (including the making of subordinate legislation) under or for the purposes of any provision repealed or revoked by this Act has effect as if done under or for the purposes of any corresponding provision of this Act.
- (2) Sub-paragraph (1) does not apply to the making of any subordinate legislation to the extent that it is reproduced in this Act.
- 3       Any reference (express or implied) in this Act or any other enactment, or in any instrument or document, to a provision of this Act is (so far as the context permits) to be read as (according to the context) being or including in relation to times, circumstances and purposes before the commencement of this Act a reference to the corresponding provision repealed or revoked by this Act.
- 4       (1) Any reference (express or implied) in any enactment, or in any instrument or document, to a provision repealed or revoked by this Act is (so far as the context permits) to be read as (according to the context) being or including in relation to times, circumstances and purposes after the commencement of this Act a reference to the corresponding provision of this Act.
- (2) In particular, where a power conferred by an Act is expressed to be exercisable in relation to enactments contained in Acts passed before or in the same Session as the Act conferring the power, the power is also exercisable in relation to provisions of this Act which reproduce such enactments.
- 5       Paragraphs 1 to 4 have effect in place of section 17(2) of the <sup>M1</sup>Interpretation Act 1978 (but are without prejudice to any other provision of that Act).

#### **Marginal Citations**

**M1** 1978 c. 30.

###### *Preservation of old transitionals and savings*

- 6       (1) The repeal by this Act of an enactment previously repealed subject to savings (whether or not in the repealing enactment) does not affect the continued operation of those savings.
- (2) The repeal by this Act of a saving made on the previous repeal of an enactment does not affect the operation of the saving in so far as it remains capable of having effect.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

- (3) Where the purpose of an enactment repealed by this Act was to secure that the substitution of the provisions of the Act containing that enactment for provisions repealed by that Act did not affect the continuity of the law, the enactment repealed by this Act continues to have effect in so far as it is capable of doing so.

*Employment particulars*

- 7 (1) In this paragraph “pre-TURERA employee” means an employee whose employment with his employer began before 30th November 1993 (the day on which section 26 of the <sup>M2</sup>Trade Union Reform and Employment Rights Act 1993 came into force), whether or not the provisions of sections 1 to 6 of the <sup>M3</sup>Employment Protection (Consolidation) Act 1978, as they had effect before the substitution made by that section, applied to him before that date.
- (2) Subject to the following provisions of this paragraph, sections 1 to 7 of this Act do not apply to a pre-TURERA employee (but the provisions of sections 1 to 6 of the Employment Protection (Consolidation) Act 1978, as they had effect before the substitution made by section 26 of the Trade Union Reform and Employment Rights Act 1993, continue in force in his case).
- (3) Where a pre-TURERA employee, at any time—
- (a) on or after the day on which this Act comes into force, and
  - (b) either before the end of his employment or within the period of three months beginning with the day on which his employment ends,
- requests from his employer a statement under section 1 of this Act, the employer shall (subject to section 5 and any other provision disapplying or having the effect of disapplying sections 1 to 4) be treated as being required by section 1 to give him a written statement under that section not later than two months after the request is made; and section 4 of this Act shall (subject to that) apply in relation to the employee after he makes the request.
- (4) An employer is not required to give an employee a statement under section 1 pursuant to sub-paragraph (3)—
- (a) on more than one occasion, or
  - (b) if he has already given him a statement pursuant to paragraph 3(3) of Schedule 9 to the <sup>M4</sup>Trade Union Reform and Employment Rights Act 1993.
- (5) Where—
- (a) on or after the day on which this Act comes into force there is in the case of a pre-TURERA employee a change in any of the matters particulars of which would, had he been given a statement of particulars on 30th November 1993 under section 1 of the <sup>M5</sup>Employment Protection (Consolidation) Act 1978 (as substituted by section 26 of the Trade Union Reform and Employment Rights Act 1993), have been included or referred to in the statement, and
  - (b) he has not previously requested a statement under sub-paragraph (3) or paragraph 3(3) of Schedule 9 to the <sup>M6</sup>Trade Union Reform and Employment Rights Act 1993,
- subsections (1) and (6) of section 4 of this Act shall be treated (subject to section 5 and any other provision disapplying or having the effect of disapplying section 4) as requiring his employer to give him a written statement containing particulars of the

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

change at the time specified in subsection (3) of section 4; and the other provisions of section 4 apply accordingly.

**Marginal Citations**

**M2** 1993 c. 19.  
**M3** 1978 c. 44.  
**M4** 1993 c. 19.  
**M5** 1978 c. 44.  
**M6** 1993 c. 19.

VALID FROM 06/04/2020

*Monetary limits in old cases*

8 In relation to any case in which (but for this Act) a limit lower than that set by Article 3 of the <sup>M7</sup>Employment Protection (Increase of Limits) Order 1995 would have applied in accordance with Article 4 of that Order, this Act has effect as if it reproduced that lower limit.

**Marginal Citations**

**M7** S.I. 1995/1953.

*Shop workers and betting workers to whom old maternity provisions applied*

- 9 (1) This paragraph applies where an employee exercised a right to return to work under Part III of the <sup>M8</sup>Employment Protection (Consolidation) Act 1978 at a time when the amendments of that Part made by the Trade Union Reform and Employment Rights Act 1993 did not have effect in her case (so that her right was a right to return to work in the job in which she was employed under the original contract of employment).
- (2) Section 36(4) shall have effect as if for paragraph (b) there were substituted—
- “(b) under her original contract of employment, she was a shop worker, or a betting worker, but was not employed to work only on Sunday.”
- (3) If the employee was employed as a shop worker under her original contract of employment, she shall not be regarded as failing to satisfy the condition in section 36(2)(a) or (c) or 41(1)(c) merely because during her pregnancy she was employed under a different contract of employment by virtue of section 60(2) of the <sup>M9</sup>Employment Protection (Consolidation) Act 1978 (as it had effect before the commencement of section 24 of the <sup>M10</sup>Trade Union Reform and Employment Rights Act 1993) or otherwise by reason of her pregnancy.
- (4) In this paragraph, and in section 36(4)(b) as substituted by sub-paragraph (2), “original contract of employment” has the meaning given by section 153(1) of the Employment Protection (Consolidation) Act 1978 as originally enacted.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

#### Extent Information

- E1** Sch. 2 para. 9, which previously extended to England and Wales only, extends to England and Wales and Scotland from 6.4.2004 by virtue of the amendment to s. 244(2) by [Sunday Working \(Scotland\) Act 2003 \(c. 18\)](#), [ss. 1\(5\), 3](#); [S.I. 2004/958](#), [art. 2](#)

#### Marginal Citations

- M8** 1978 c. 44.  
**M9** 1978 c. 44.  
**M10** 1993 c. 19.

#### *Validity of provisions deriving from certain regulations*

- 10 Any question as to the validity of any of sections 47, 61, 62, 63 and 103, which derive from the <sup>M11</sup>Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 1995 made under subsection (2) of section 2 of the <sup>M12</sup>European Communities Act 1972, shall be determined as if those provisions were contained in regulations made under that subsection.

#### Marginal Citations

- M11** [S.I. 1995/2587](#).  
**M12** 1972 c. 68.

#### *Unfair dismissal*

- 11 Part X does not apply to a dismissal from employment under a contract for a fixed term of two years or more (not being a contract of apprenticeship) if—
- the contract was made before 28th February 1972, and
  - the dismissal consists only of the expiry of that term without its being renewed.

#### *Redundancy payments*

- 12 (1) Section 135 does not apply to an employee who immediately before the relevant date is employed under a contract for a fixed term of two years or more (not being a contract of apprenticeship) if the contract was made before 6th December 1965.
- (2) Section 197(3) does not apply if the contract was made before 6th December 1965.

#### *Periods of employment*

- 13 (1) The reference in section 215(2)(b) to a person being an employed earner for the purposes of the <sup>M13</sup>Social Security Contributions and Benefits Act 1992 in respect of whom a secondary Class 1 contribution was payable under that Act (whether or not it was in fact paid) shall be construed—
- as respects a week of employment after 1st June 1976 and before 1st July 1992, as a reference to a person being an employed earner for the purposes

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

- of the <sup>M14</sup>Social Security Act 1975 in respect of whom a secondary Class 1 contribution was payable under that Act (whether or not it was in fact paid),
- (b) as respects a week of employment after 6th April 1975 and before 1st June 1976, as a reference to a person being an employed earner for the purposes of the <sup>M15</sup>Social Security Act 1975, and
- (c) as respects a week of employment before 6th April 1975, as a reference to a person being an employee in respect of whom an employer’s contribution was payable in respect of the corresponding contribution week (whether or not it was in fact paid).
- (2) For the purposes of the application of sub-paragraph (1) to a week of employment where the corresponding contribution week began before 5th July 1948, an employer’s contribution shall be treated as payable as mentioned in that sub-paragraph if such a contribution would have been so payable had the statutory provisions relating to national insurance in force on 5th July 1948 been in force in that contribution week.
- (3) The references in subsection (4) of section 215 to the <sup>M16</sup>Social Security Contributions and Benefits Act 1992 include the <sup>M17</sup>Social Security Act 1975; and that subsection applies to any question arising whether an employer’s contribution was or would have been payable as mentioned in sub-paragraph (1) or (2).
- (4) In this paragraph—
- “employer’s contribution” has the same meaning as in the <sup>M18</sup>National Insurance Act 1965, and
- “corresponding contribution week”, in relation to a week of employment, means a contribution week (within the meaning of that Act) of which so much as falls within the period beginning with midnight between Sunday and Monday and ending with Saturday also falls within that week of employment.

#### Marginal Citations

- M13** 1992 c. 4.  
**M14** 1975 c. 14.  
**M15** 1975 c. 14.  
**M16** 1992 c. 4.  
**M17** 1975 c. 14.  
**M18** 1965 c. 51.

- 14 (1) Subject to paragraph 13 and sub-paragraphs (2) and (3) of this paragraph, Chapter I of Part XIV applies to periods before this Act comes into force as it applies to later periods.
- (2) If, during the whole or any part of a week beginning before 6th July 1964, an employee was absent from work—
- (a) because he was taking part in a strike, or
- (b) because of a lock-out by his employer,
- the week counts as a period of employment.
- (3) Any week which counted as a period of employment in the computation of a period of employment for the purposes of the <sup>M19</sup>Employment Protection (Consolidation)

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

Act 1978 counts as a period of employment for the purposes of this Act; and any week which did not break the continuity of a person's employment for the purposes of that Act shall not break the continuity of a period of employment for the purposes of this Act.

**Marginal Citations**

**M19** 1978 c. 44.

**PART II**

TRANSITORY PROVISIONS

*Occupational pension scheme trustees*

15 <sup>F11</sup> .....

**Textual Amendments**

**F11** Sch. 2 para. 15 repealed (22.7.2004) by Statute Law (Repeals) Act 2004 (c. 14), s. 1(1), Sch. 1 Pt. 8

*Armed forces*

16 (1) If section 31 of the <sup>M20</sup>Trade Union Reform and Employment Rights Act 1993 has not come into force before the commencement of this Act, this Act shall have effect until the relevant commencement date as if for section 192 there were substituted—

**“192 Armed forces.**

Section 191—

- (a) does not apply to service as a member of the naval, military or air forces of the Crown, but
- (b) does apply to employment by an association established for the purposes of Part XI of the <sup>M21</sup>Reserve Forces Act 1996.”

(2) The reference in sub-paragraph (1) to the relevant commencement date is a reference—

- (a) if an order has been made before the commencement of this Act appointing a day after that commencement as the day on which section 31 of the <sup>M22</sup>Trade Union Reform and Employment Rights Act 1993 is to come into force, to the day so appointed, and
- (b) otherwise, to such day as the Secretary of State may by order appoint.

**Marginal Citations**

**M20** 1993 c. 19.

**M21** 1996 c. 14.

**M22** 1993 c. 19.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

- 17 (1) If Part XI of the Reserve Forces Act 1996 has not come into force before the commencement of this Act, section 192 of this Act shall have effect until the relevant commencement date as if for “Part XI of the Reserve Forces Act 1996” there were substituted “ Part VI of the <sup>M23</sup>Reserve Forces Act 1980 ”.
- (2) The reference in sub-paragraph (1) to the relevant commencement date is a reference—
- (a) if an order has been made before the commencement of this Act appointing a day after that commencement as the day on which Part XI of the Reserve Forces Act 1996 is to come into force, to the day so appointed, and
  - (b) otherwise, to such day as the Secretary of State may by order appoint.

**Marginal Citations**

**M23** 1980 c. 9.

*Disability discrimination*

<sup>F12</sup>18 .....

**Textual Amendments**

**F12** Sch. 2 para. 18 repealed (1.8.1998) by 1998 c. 8, s. 15, Sch. 2; S.I. 1998/1658, art. 2(1), Sch. 1

SCHEDULE 3

Section 242.

REPEALS AND REVOCATIONS

**PART I**

REPEALS

Chapter	Short title	Extent of repeal
1963 c. 2.	The Betting, Gaming and Lotteries Act 1963.	Section 31A.
		In Schedule 5A, paragraphs 1 to 20 and 22.
1969 c. 48.	The Post Office Act 1969.	In Schedule 9, paragraph 33.
1971 c. 11.	The Atomic Energy Authority Act 1971.	Section 10(1).
1976 c. 74.	The Race Relations Act 1976.	In Schedule 2, in paragraph 11, in sub-paragraph (1), the words “and the following” and sub-paragraphs (2), (3)

---

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

---

		and (5) and paragraphs 12 and 13.
1978 c. 44.	The Employment Protection (Consolidation) Act 1978.	Sections 1 to 6. Sections 8 to 22C. Sections 29 to 47. Sections 49 to 57A. Sections 59 to 61. Sections 63 to 93. Section 96. Sections 98 to 102. Sections 106 to 108. Sections 110 to 112. Sections 114 to 120. Section 122. Sections 124 to 127. Section 129. Section 137. Section 138(1) to (6), (7)(a) to (d) and (f) and (8). Section 139(1)(a) to (c) and (e) and (2) to (9). Section 139A(1), (2), (3)(b) and (4) to (6). Sections 140 to 142. Section 144. Section 146. Section 146A. Sections 148 to 160. Schedules 1 to 4. Schedule 7. Schedule 8. Schedules 12 to 17.
1980 c. 20.	The Education Act 1980.	In Schedule 1, paragraph 30.
1980 c. 42.	The Employment Act 1980.	Section 6. Section 8(2). Section 9.

---

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

---

		Sections 12 to 14.
		Section 20.
		Section 21.
		In Schedule 1, paragraphs 1, 8, 11, 13, 20, 22, 23, 25, 31 and 33.
		Schedule 2.
1980 c. 43.	The Magistrates' Courts Act 1980.	In Schedule 7, paragraph 175.
1980 c. 48.	The Finance Act 1980.	In Schedule 19, paragraph 5(4).
1981 c. 64.	The New Towns Act 1981.	Section 54(6).
1982 c. 16.	The Civil Aviation Act 1982.	In Schedule 3, paragraphs 6 and 8(1).
1982 c. 23.	The Oil and Gas (Enterprise) Act 1982.	In Schedule 3, paragraph 40.
1982 c. 24.	The Social Security and Housing Benefits Act 1982.	In Schedule 2, paragraph 13.
1982 c. 46.	The Employment Act 1982.	Section 20. Section 21(1) and (3). In Schedule 2, paragraphs 1 to 5, 6(2), (4) and (5), 7(1) and (2) and 9. In Schedule 3, in Part I, paragraphs 1, 2, 4 and 6 and, in Part II, paragraphs 15, 21 to 23, 25, 26, 27(1) and 28 to 30. Schedule 4.
1983 c. 23.	The Water Act 1983.	In Schedule 2, in Part I, paragraph 8(1)(b).
1983 c. 41.	The Health and Social Services and Social Security Adjudications Act 1983.	In Schedule 9, in Part I, paragraph 25.
1984 c. 36.	The Mental Health (Scotland) Act 1984.	Section 126(2)(c).
1985 c. 17.	The Reserve Forces (Safeguard of Employment) Act 1985.	In Schedule 4, paragraph 6.
1985 c. 51.	The Local Government Act 1985.	In section 53, subsection (5) and, in subsection (6), the words "Except as provided in subsection (5) above" and "a

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

		redundancy payment under Part VI of the said Act of 1978 or to”.
		Section 55(3) to (5).
		Section 59(1) to (3).
1985 c. 65.	The Insolvency Act 1985.	Section 218.
		In Schedule 8, paragraph 31(1), (2) and (5).
1985 c. 66.	The Bankruptcy (Scotland) Act 1985.	In Schedule 7, in Part I, paragraph 14(1), (2) and (4).
1985 c. 71.	The Housing (Consequential Provisions) Act 1985.	In Schedule 4, paragraph 7(2) (a).
1986 c. 45.	The Insolvency Act 1986.	In Schedule 14, the entries relating to the Employment Protection (Consolidation) Act 1978.
1986 c. 47.	The Legal Aid (Scotland) Act 1986.	In Schedule 1, in paragraph 10(2)(a), the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1986 c. 48.	The Wages Act 1986.	Sections 1 to 11. Sections 28 to 33. Schedule 1. In Schedule 4, paragraph 4. Schedule 5. In Schedule 6, paragraph 10.
1986 c. 50.	The Social Security Act 1986.	In Schedule 10, in Part IV, paragraphs 76 and 81.
1986 c. 59.	The Sex Discrimination Act 1986.	Section 3.
1987 c. 26.	The Housing (Scotland) Act 1987.	In Schedule 22, in Part II, paragraph 10(2)(a).
1988 c. 1.	The Income and Corporation Taxes Act 1988.	Section 150(b).  In section 579, subsection (2) (a), in subsections (2)(b) and (3)(b) and in subsection (4) (b) as it has effect otherwise than for the purposes of corporation tax, the word “net” and, in subsection (5)

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

		(b), the words “, and the full amount of the rebate”.
		Section 580(2).
1988 c. 4.	The Norfolk and Suffolk Broads Act 1988.	In Schedule 6, paragraph 19.
1988 c. 20.	The Dartford-Thurrock Crossing Act 1988.	In Schedule 5, in Part I, paragraph 2(2).
1988 c. 34.	The Legal Aid Act 1988.	In Schedule 7, in paragraph 7(3), the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1988 c. 40.	The Education Reform Act 1988.	In section 173, subsection (6) and, in subsection (7), the words “Except as provided in subsection (6) above” and “a redundancy payment under Part VI of the Act of 1978 mentioned above or to”.
		Section 175(3) to (5).
		Section 178(1) and (2).
		In Schedule 12, in Part I, paragraph 23 and, in Part III, paragraph 80.
1988 c. 43.	The Housing (Scotland) Act 1988.	In Schedule 1, in paragraph 12(2), the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1988 c. 50.	The Housing Act 1988.	In Schedule 5, in paragraph 10(2), the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1989 c. 13.	The Dock Work Act 1989.	Section 6(2).
		Section 7(4).
		In Schedule 2, paragraphs 6 and 7.
1989 c. 15.	The Water Act 1989.	In section 194(7)(d), the words “and the Employment Protection (Consolidation) Act 1978”.
		In Schedule 25, paragraph 56.
1989 c. 29.	The Electricity Act 1989.	Section 56(2).

---

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

---

1989 c. 38.	The Employment Act 1989.	Sections 15 to 18. Section 19(1). In section 27(1), the words “and 16 to 19”. In section 29(1), the definition of “the 1978 Act”. Section 30(3)(f). In Schedule 6, paragraphs 21 to 25. In Schedule 9, paragraphs 3 to 5.
1989 c. 39.	The Self-Governing Schools etc. (Scotland) Act 1989.	In Schedule 10, paragraph 7.
1990 c. 19.	The National Health Service and Community Care Act 1990.	In Schedule 9, paragraph 20.
1990 c. 35.	The Enterprise and New Towns (Scotland) Act 1990.	In Schedule 1, in paragraph 17(2), the words “Part VI of the said Act of 1978 shall not apply to him and”.
1990 c. 38.	The Employment Act 1990.	Section 13(1), (2) and (4). Section 16. In section 17, subsection (1) and, in subsection (2), the words “Apart from this section,”. In Schedule 2, paragraph 1(1) and (3) to (6). Schedule 3.
1990 c. 43.	The Environmental Protection Act 1990.	In Schedule 10, in paragraph 16, the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1991 c. 28.	The Natural Heritage (Scotland) Act 1991.	In Schedule 4, in paragraph 5, the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1992 c. 6.	The Social Security (Consequential Provisions) Act 1992.	In Schedule 2, paragraphs 51 and 74.

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

1992 c. 13.	The Further and Higher Education Act 1992.	In Schedule 8, in Part II, paragraph 89.
1992 c. 37.	The Further and Higher Education (Scotland) Act 1992.	In Schedule 9, paragraph 6.
1992 c. 52.	The Trade Union and Labour Relations (Consolidation) Act 1992.	In Schedule 2, paragraphs 11 to 14, 16 to 18, 21 to 23, 29(2), 30, 33 and 34(1) and (2).
1993 c. 19.	The Trade Union Reform and Employment Rights Act 1993.	Sections 23 to 26.  Sections 28 to 31.  In section 39, subsection (1) and, in subsection (2), the words “, the Wages Act 1986”.  Section 54(2)(a) to (e).  Schedules 2 to 5.  In Schedule 6, paragraph 3.  In Schedule 7, paragraphs 2 to 5, 11, 13, 14 and 16.  In Schedule 8, paragraphs 10 to 18, 21 to 27, 31, 32, 35 to 37 and 67.  In Schedule 9, paragraph 3.
1993 c. 48.	The Pension Schemes Act 1993.	Section 164(6).  In Schedule 8, paragraphs 11(1) and 45(a).
1994 c. 10.	The Race Relations (Remedies) Act 1994.	Section 1(2).
1994 c. 18.	The Social Security (Incapacity for Work) Act 1994.	In Schedule 1, in Part II, paragraph 54.
1994 c. 20.	The Sunday Trading Act 1994.	In Schedule 4, paragraphs 1 to 20 and 22.
1994 c. 40.	The Deregulation and Contracting Out Act 1994.	Section 20(3) and (5).  Section 36(1).  Schedule 8.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

1995 c. 17.	The Health Authorities Act 1995.	In Schedule 1, paragraph 103.
1995 c. 25.	The Environment Act 1995.	In Schedule 7, in paragraph 11(3), the words from the beginning to “but”.
1995 c. 26.	The Pensions Act 1995.	Sections 42 to 46. In Schedule 3, paragraphs 1 to 7 and 10.
1995 c. 50.	The Disability Discrimination Act 1995.	In Schedule 6, paragraph 3.
1996 c. 14.	The Reserve Forces Act 1996.	In Schedule 10, paragraph 17.

## PART II

### REVOCATIONS

Number	Title	Extent of revocation
S.I. 1983/624.	The Insolvency of Employer (Excluded Classes) Regulations 1983.	The whole instrument.
S.I. 1993/2798.	The Sex Discrimination and Equal Pay (Remedies) Regulations 1993.	In the Schedule, in paragraph 1, the entry relating to the Employment Protection (Consolidation) Act 1978 and paragraph 2.
S.I. 1995/31.	The Employment Protection (Part-time Employees) Regulations 1995.	The whole instrument.
S.I. 1995/278.	The Insolvency of Employer (Excluded Classes) Regulations 1995.	The whole instrument.
S.I. 1995/2587.	The Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 1995.	Regulation 12(1), (2) and (4). Regulation 13(1), (2) and (4) to (6). Regulation 14.
S.I. 1996/593.	The Environment Act 1995 (Consequential Amendments) Regulations 1996.	In Schedule 1, paragraph 19.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

S.I. 1996/973.	The Environment Act 1995 (Consequential and Transitional Provisions) (Scotland) Regulations 1996.	In the Schedule, paragraph 4.
----------------	---	-------------------------------

### TABLE OF DERIVATIONS

*Notes:*

- 1 This Table shows the derivation of the provisions of the consolidation.
- 2 The following abbreviations are used in the Table—

BGLA	= Betting, Gaming and Lotteries Act 1963 (c.2)
EP(C)A	= Employment Protection (Consolidation) Act 1978 (c.44)
EA 1980	= Employment Act 1980 (c.42)
EA 1982	= Employment Act 1982 (c.46)
WA	= Wages Act 1986 (c.48)
EA 1989	= Employment Act 1989 (c.38)
TULR(C)A	= Trade Union and Labour Relations (Consolidation) Act 1992 (c.52)
TURERA	= Trade Union Reform and Employment Rights Act 1993 (c.19)
STA	= Sunday Trading Act 1994 (c.20)
D&COA	= Deregulation and Contracting Out Act 1994 (c.40)
PA	= Pensions Act 1995 (c.26)
CRTUPER	= Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations (S.I. 1995/2587)

Provision	Derivation
1(1), (2)	EP(C)A s.1(1); TURERA Sch.4.
(3) to (5)	EP(C)A s.1(2) to (4); TURERA Sch.4.
2(1)	EP(C)A s.2(1); TURERA Sch.4.
(2)	EP(C)A s.2(2)(a); TURERA Sch.4.
(3)	EP(C)A s.2(2)(b), (3); TURERA Sch.4.
(4) to (6)	EP(C)A s.2(4) to (6); TURERA Sch.4.

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

3(1)	EP(C)A s.3(1)(a) to (c); TURERA Sch.4.
(2) to (4)	EP(C)A s.3(2) to (4); TURERA Sch.4.
(5)	EP(C)A s.3(1)(d); TURERA Sch.4.
4(1)	EP(C)A s.4(1); TURERA Sch.4.
(2)	EP(C)A s.4(1), (2); TURERA Sch.4.
(3)	EP(C)A s.4(1); TURERA Sch.4.
(4)	EP(C)A s.4(3)(a); TURERA Sch.4.
(5)	EP(C)A s.4(3)(b), (4); TURERA Sch.4.
(6), (7)	EP(C)A s.4(5); TURERA Sch.4.
(8)	EP(C)A s.4(6); TURERA Sch.4.
5	EP(C)A s.5(2), (3); TURERA Sch.4.
6	EP(C)A ss.2(2)(a), (3), 3(1)(a), (c), 4(3)(a), (4); TURERA Sch.4.
7	EP(C)A s.6; TURERA Sch.4.
8	EP(C)A s.8.
9(1), (2)	EP(C)A s.9(1).
(3) to (5)	EP(C)A s.9(2) to (4).
10	EP(C)A s.10.
11(1)	EP(C)A s.11(1); TURERA Sch.8 para.10(a).
(2)	EP(C)A s.11(2).
(3)	EP(C)A s.11(4); TURERA Sch.8 para.10(b); Pension Schemes Act 1993 (c.48) Sch.8 para.11(1).
(4)	EP(C)A s.11(9); TURERA Sch.8 para.10(c).
12(1), (2)	EP(C)A s.11(5), (6).
(3) to (5)	EP(C)A s.11(8).
13(1)	WA s.1(1).
(2)	WA s.1(3).
(3)	WA s.8(3).
(4)	WA s.8(3), (4).
(5)	WA s.1(4)(a).
(6)	WA s.1(4)(b).
(7)	WA s.1(6).
14(1)	WA s.1(5)(a).

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

(2)	WA s.1(5)(b).
(3)	WA s.1(5)(c).
(4)	WA s.1(5)(d).
(5)	WA s.1(5)(e).
(6)	WA s.1(5)(f).
15(1)	WA s.1(1), (2).
(2)	WA s.1(3).
(3)	WA s.1(4)(a).
(4)	WA s.1(4)(b).
(5)	WA s.8(5).
16(1)	WA s.1(5)(a).
(2)	WA s.1(5)(b).
(3)	WA s.1(5)(e).
(4)	WA s.1(5)(f).
17(1)	WA s.2(2) (“cash shortage”, “stock deficiency”).
(2)	WA s.2(2) (“retail employment”).
(3)	WA s.2(2) (“retail transaction”).
(4), (5)	WA s.4(6).
(6)	WA s.2(2) (“pay day”).
18(1)	WA s.2(1).
(2), (3)	WA s.2(3).
19(1)	WA s.2(4).
(2) to (4)	WA s.2(5).
20(1) to (3)	WA s.3(1) to (3).
(4)	WA s.3(6).
(5)	WA s.4(4).
21(1), (2)	WA s.3(4), (5).
(3)	WA s.4(5), first sentence.
22(1) to (3)	WA s.4(1) to (3).
(4)	WA s.4(5), second sentence.
23(1) to (3)	WA s.5(1) to (3).
(4)	WA s.5(2).
24	WA s.5(4).
25(1), (2)	WA s.5(5).

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

(3) to (5)	WA s.5(6) to (8).
26	WA s.6(2).
27(1)	EP(C)A s.122(4); WA s.7(1); Social Security Act 1986 (c.50) Sch.10 Pt.IV para.81; Social Security (Consequential Provisions) Act 1992 (c.6) Sch.2 para.74; TULR(C)A Sch.2 paras.18(3), 34(1), (2); TURERA Sch.8 para.18.
(2), (3)	WA s.7(2), (3).
(4)	WA s.8(1) (“gross amount”).
(5)	WA s.7(4).
28(1) to (3)	EP(C)A s.12(1).
(4), (5)	EP(C)A s.12(2).
29(1), (2)	EP(C)A s.13(1), (2); EA 1982 Sch.2 para.1.
(3)	EP(C)A s.13(3); EA 1982 Sch.2 para.1, Sch.3 Pt.II para.15.
(4), (5)	EP(C)A s.13(4); EA 1982 Sch.2 para.1.
30(1)	EP(C)A s.14(1).
(2) to (4)	EP(C)A s.14(2).
(5)	EP(C)A s.14(3).
31(1)	EP(C)A s.15(1); Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch.
(2)	EP(C)A s.15(2); EA 1980 s.14.
(3) to (5)	EP(C)A s.15(3).
(6)	EP(C)A s.15(4).
(7)	EP(C)A s.15(5); EA 1980 Sch.1 para.8.
32	EP(C)A s.16(1) to (3).
33	EP(C)A s.16(4).
34	EP(C)A s.17.
35(1) to (3)	EP(C)A s.18(1) to (3).
(4), (5)	EP(C)A s.18(4).
(6)	EP(C)A s.18(5).
36(1)	BGLA Sch.5A para.2(1); STA Sch.4 para.2(1); D&COA Sch.8.
(2)	BGLA Sch.5A para.2(2); STA Sch.4 para.2(2); D&COA Sch.8.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

- |              |   |
|--------------|---|
| (3)          | BGLA Sch.5A para.2(3); STA Sch.4 para.2(3); D&COA Sch.8.  |
| (4)          | BGLA Sch.5A para.2(7); STA Sch.4 para.2(7); D&COA Sch.8.  |
| (5)          | BGLA Sch.5A para.3(1); STA Sch.4 para.3(1); D&COA Sch.8.  |
| (6)          | BGLA Sch.5A para.3(2); STA Sch.4 para.3(2); D&COA Sch.8.  |
| (7)          | BGLA Sch.5A para.1(1) (“the commencement date”); STA Sch.4 para.1(1) (“the commencement date”); D&COA Sch.8.                      |
| 37(1)        | BGLA Sch.5A para.12(1); STA Sch.4 para.12(1); D&COA Sch.8.  |
| (2)          | BGLA Sch.5A para.12(2); STA Sch.4 para.12(2); D&COA Sch.8.  |
| (3)          | BGLA Sch.5A paras.3(1)(b), 12(3); STA Sch.4 paras.3(1)(b), 12(3); D&COA Sch.8.  |
| (4)          | BGLA Sch.5A para.12(4); EP(C)A Sch.13 para.10; EA 1980 Sch.1 para.31; TURERA Sch.8 para.31(b); STA Sch.4 para.12(4); D&COA Sch.8. |
| (5)          | BGLA Sch.5A para.2(4)(c), (d); STA Sch.4 para.2(4)(c), (d); D&COA Sch.8.  |
| 38(1), (2)   | BGLA Sch.5A para.14; STA Sch.4 para.14; D&COA Sch.8.  |
| (3)          | BGLA Sch.5A para.2(4)(e); STA Sch.4 para.2(4)(e); D&COA Sch.8.  |
| 39(1) to (3) | BGLA Sch.5A para.15(1); STA Sch.4 para.15(1); D&COA Sch.8.  |
| (4)          | BGLA Sch.5A para.15(2); STA Sch.4 para.15(2); D&COA Sch.8.  |
| (5)          | BGLA Sch.5A para.2(4)(f); STA Sch.4 para.2(4)(f); D&COA Sch.8.  |
| 40(1)        | BGLA Sch.5A para.4(2); STA Sch.4 para.4(2); D&COA Sch.8.  |
| (2)          | BGLA Sch.5A para.4(3); STA Sch.4 para.4(3); D&COA Sch.8.  |
| (3)          | BGLA Sch.5A para.4(1); STA Sch.4 para.4(1); D&COA Sch.8.  |
| 41(1)        | BGLA Sch.5A para.5(1); STA Sch.4 para.5(1); D&COA Sch.8.  |

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

- |              |   |
|--------------|---|
| (2)          | BGLA Sch.5A para.5(5); STA Sch.4 para.5(5); D&COA Sch.8.  |
| (3)          | BGLA Sch.5A para.6; STA Sch.4 para.6; D&COA Sch.8.  |
| 42(1) to (3) | BGLA Sch.5A para.11(1) to (3); STA Sch.4 para.11(1) to (3); D&COA Sch.8.  |
| (4)          | STA Sch.4 para.11(4).   |
| (5)          | BGLA Sch.5A para.11(4); D&COA Sch.8.  |
| (6)          | BGLA Sch.5A para.11(5); STA Sch.4 para.11(5); D&COA Sch.8.  |
| 43(1), (2)   | BGLA Sch.5A para.13(1), (2); STA Sch.4 para.13(1), (2); D&COA Sch.8.  |
| (3)          | BGLA Sch.5A paras.5(5)(b), 13(3); STA Sch.4 paras.5(5)(b), 13(3); D&COA Sch.8.  |
| (4)          | BGLA Sch.5A para.13(4); EP(C)A Sch.13 para.10; EA 1980 Sch.1 para.31; TURERA Sch.8 para.31(b); STA Sch.4 para.13(4); D&COA Sch.8. |
| (5)          | BGLA Sch.5A para.5(2)(c), (d); STA Sch.4 para.5(2)(c), (d); D&COA Sch.8.  |
| 44           | EP(C)A s.22A; TURERA Sch.5 para.1.  |
| 45(1) to (3) | BGLA Sch.5A para.10(1) to (3); STA Sch.4 para.10(1) to (3); D&COA Sch.8.  |
| (4)          | BGLA Sch.5A paras.1(1) (“dismissal”), 10(4); STA Sch.4 paras.1(1) (“dismissal”), 10(4); D&COA Sch.8.                              |
| (5)          | BGLA Sch.5A para.10(5); STA Sch.4 para.10(5); D&COA Sch.8.  |
| (6) to (8)   | BGLA Sch.5A para.10(6); STA Sch.4 para.10(6); D&COA Sch.8.  |
| (9)          | BGLA Sch.5A paras.2(4)(b), 5(2)(b); STA Sch.4 paras.2(4)(b), 5(2)(b); D&COA Sch.8.  |
| (10)         | BGLA Sch.5A paras.2(6), 5(4); STA Sch.4 paras.2(6), 5(4); D&COA Sch.8.  |
| 46(1)        | PA s.46(1).   |
| (2)          | PA s.46(2), (10).   |
| (3)          | PA ss.124(1) (“trust scheme”), 176 (“occupational pension scheme”).   |
| 47           | EP(C)A s.22AA; CRTUPER Reg.12(1).   |

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)

- 48(1) BGLA Sch.5A para.16; EP(C)A s.22B(1); TURERA Sch.5 para.1; STA Sch.4 para.16; D&COA Sch.8; PA s.46(3); CRTUPER Reg.12(2).
- (2) to (4) EP(C)A s.22B(2) to (4); TURERA Sch.5 para.1.
- 49 EP(C)A s.22C; TURERA Sch.5 para.1.
- 50(1) EP(C)A s.29(1).
- (2) EP(C)A s.29(1); Time Off for Public Duties Order 1990 (S.I. 1990/1870) Art.2; Time Off for Public Duties Order 1995 (S.I. 1995/694) Art.2; Environment Act 1995 (Consequential Amendments) Regulations 1996 (S.I. 1996/593) Sch.1 para.19; Environment Act 1995 (Consequential and Transitional Provisions) (Scotland) Regulations 1996 (S.I. 1996/973) Sch. para.4.
- (3) EP(C)A s.29(3).
- (4) EP(C)A s.29(4); TULR(C)A Sch.2 para.11.
- (5) EP(C)A s.29(1), (2)(a); Norfolk and Suffolk Broads Act 1988 (c.4) Sch.6 para.19; Local Government etc. (Scotland) Act 1994 (c.39) s.183(2)(a); Environment Act 1995 (c.25) Sch.7 para.11(3).
- (6) EP(C)A s.29(1)(bc); Police Act 1996 (c.16) Sch.8 para.1(4); Time Off for Public Duties Order 1995 (S.I. 1995/694) Art.2.
- (7) EP(C)A s.29(1)(cc); Time Off for Public Duties Order 1990 (S.I. 1990/1870) Art.2.
- (8) EP(C)A s.29(1)(d), (2)(b); National Health Service (Scotland) Act 1978 (c.29) Sch.15 para.2; National Health Service and Community Care Act 1990 (c.19) Sch.9 para.20; Health Authorities Act 1995 (c.17) Sch.1 para.103(2).
- (9) EP(C)A s.29(1)(e) to (eg), (2)(c); Education Reform Act 1988 (c.40) Sch.12 Pt.I para.23, Pt.III para.80; Self-Governing Schools etc. (Scotland) Act 1989 (c.39) Sch.10 para.7; Further and Higher Education Act 1992 (c.13)

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

	Sch.8 Pt.II para.89; Further and Higher Education (Scotland) Act 1992 (c.37) Sch.9 para.6.
(10)	EP(C)A s.29(5).
(11)	EP(C)A s.32; TULR(C)A Sch.2 para.13.
51(1)	EP(C)A s.29(6).
(2)	EP(C)A s.30(1); TULR(C)A Sch.2 para.12(a).
(3)	EP(C)A s.30(2); TULR(C)A Sch.2 para.12(b).
(4)	EP(C)A s.30(2).
52(1), (2)	EP(C)A s.31(1), (2).
(3)	EP(C)A s.32; TULR(C)A Sch.2 para.13.
53(1)	EP(C)A s.31(3).
(2), (3)	EP(C)A s.31(4).
(4)	EP(C)A s.31(5).
(5)	EP(C)A s.31(9).
(6), (7)	EP(C)A s.31(10), (11).
54	EP(C)A s.31(6) to (9).
55(1) to (3)	EP(C)A s.31A(1) to (3); EA 1980 s.13.
(4)	EP(C)A s.32; TULR(C)A Sch.2 para.13.
56(1)	EP(C)A s.31A(4); EA 1980 s.13.
(2) to (4)	EP(C)A s.31A(5); EA 1980 s.13.
(5), (6)	EP(C)A s.31A(9), (10); EA 1980 s.13.
57(1), (2)	EP(C)A s.31A(6), (7); EA 1980 s.13.
(3) to (5)	EP(C)A s.31A(8); EA 1980 s.13.
58(1), (2)	PA s.42(1), (2).
(3)	PA ss.124(1) (“employer”, “trust scheme”), 176 (“occupational pension scheme”).
(4)	PA s.42(4).
59(1) to (4)	PA s.43(1) to (4).
(5), (6)	PA s.43(5).
60(1)	PA ss.42(3), 43(6).
(2)	PA s.44.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

(3) to (5)	PA s.45(1) to (3).
61(1)	EP(C)A s.31AA(1); CRTUPER Reg.13(1).
(2)	EP(C)A s.32; TULR(C)A Sch.2 para.13; CRTUPER Reg.13(2).
62(1)	EP(C)A ss.31A(4), 31AA(2), (3)(a); EA 1980 s.13; CRTUPER Reg.13(1).
(2) to (4)	EP(C)A ss.31A(5), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1).
(5), (6)	EP(C)A ss.31A(9), (10), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1).
63(1)	EP(C)A ss.31A(6), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1).
(2)	EP(C)A ss.31A(7), 31AA(2), (3)(b); EA 1980 s.13; CRTUPER Reg.13(1).
(3) to (5)	EP(C)A ss.31A(8), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1).
64(1), (2)	EP(C)A s.19(1).
(3)	EP(C)A Sch.1; Employment Protection (Medical Suspension) Order 1980 (S.I. 1980/1581); Employment Protection (Medical Suspension) Order 1985 (S.I. 1985/1787); Employment Protection (Medical Suspension) Order 1988 (S.I. 1988/1746).
(4)	EP(C)A s.19(3).
(5)	EP(C)A s.19(2).
65	EP(C)A s.20; EA 1982 Sch.2 para.2.
66(1)	EP(C)A s.45(1); TURERA Sch.3.
(2)	EP(C)A s.45(1), (3); TURERA Sch.3.
(3)	EP(C)A s.45(2); TURERA Sch.3.
67	EP(C)A s.46(1), (2); TURERA Sch.3.
68	EP(C)A s.47(1), (2); TURERA Sch.3.
69(1)	EP(C)A ss.21(1), 47(3); TURERA Sch.3.
(2)	EP(C)A ss.21(2), 47(4); TURERA Sch.3.
(3)	EP(C)A ss.21(3), 47(5); TURERA Sch.3.
70(1)	EP(C)A ss.22(1), 47(6); TURERA Sch.3.

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

(2)	EP(C)A ss.22(2), 47(7); TURERA Sch.3.
(3)	EP(C)A ss.22(3), 47(8); TURERA Sch.3.
(4) to (7)	EP(C)A s.46(3) to (6); TURERA Sch.3.
71	EP(C)A s.33; TURERA s.23(2).
72	EP(C)A s.34(1) to (3); TURERA s.23(2).
73(1) to (3)	EP(C)A s.35(1) to (3); TURERA s.23(2).
(4)	EP(C)A s.35(2); TURERA s.23(2).
(5)	EP(C)A s.35(4).
74(1)	EP(C)A s.36(1)(a), (3); TURERA s.23(2).
(2)	EP(C)A s.36(2); TURERA s.23(2).
(3)	EP(C)A s.36(1)(a); TURERA s.23(2).
(4)	EP(C)A s.36(1)(b), (3); TURERA s.23(2).
(5)	EP(C)A s.36(1)(c), (3); TURERA s.23(2).
(6)	EP(C)A s.36(1); TURERA s.23(2).
75	EP(C)A s.37; TURERA s.23(2).
76	EP(C)A s.37A; TURERA s.23(2).
77(1), (2)	EP(C)A s.38(1); TURERA s.23(2).
(3)	EP(C)A s.38(2); TURERA s.23(2).
78	EP(C)A s.38A; TURERA s.23(2).
79	EP(C)A s.39(1) to (3); TURERA Sch.2.
80	EP(C)A s.40; TURERA Sch.2.
81	EP(C)A s.41; TURERA Sch.2.
82(1), (2)	EP(C)A s.42(1), (2); TURERA Sch.2.
(3), (4)	EP(C)A s.42(3); TURERA Sch.2.
(5) to (7)	EP(C)A s.42(4) to (6); TURERA Sch.2.
(8), (9)	EP(C)A s.42(7); TURERA Sch.2.
83	EP(C)A s.43(3), (4); TURERA Sch.2.
84	EP(C)A Sch.2 Pt.III para.6(1), (2), (4) (b); TURERA Sch.8 para.26(d).
85	EP(C)A s.44; TURERA Sch.2.

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

86(1) to (3)	EP(C)A s.49(1) to (3); EA 1982 Sch.2 para.3(1).
(4)	EP(C)A s.49(4); EA 1982 Sch.2 para.3(2).
(5)	EP(C)A s.49(4A); EA 1982 Sch.2 para.3(3).
(6)	EP(C)A s.49(5).
87(1), (2)	EP(C)A s.50(1), (2); EA 1982 Sch.2 para.3(1).
(3)	EP(C)A Sch.3 para.1.
(4)	EP(C)A s.50(3).
88(1)	EP(C)A Sch.3 para.2(1); TURERA Sch.8 para.27(a)(i), (ii).
(2)	EP(C)A Sch.3 para.2(2); Social Security and Housing Benefits Act 1982 (c.24) Sch.2 para.13; TURERA Sch.8 para.27(a)(iii).
(3)	EP(C)A Sch.3 para.2(3).
89(1), (2)	EP(C)A Sch.3 para.3(1), (2).
(3)	EP(C)A Sch.3 para.3(3); TURERA Sch.8 para.27(b)(i).
(4)	EP(C)A Sch.3 para.3(3); Social Security and Housing Benefits Act 1982 (c.24) Sch.2 para.13; TURERA Sch.8 para.27(b)(ii).
(5)	EP(C)A Sch.3 para.3(4).
90(1)	EP(C)A Sch.3 para.4(1); Social Security (Incapacity for Work) Act 1994 (c.18) Sch.1 Pt.II para.54.
(2)	EP(C)A Sch.3 para.4(2).
91(1)	EP(C)A Sch.3 para.5; TULR(C)A Sch.2 para.23.
(2)	EP(C)A Sch.3 para.6.
(3)	EP(C)A Sch.3 para.7(1).
(4)	EP(C)A Sch.3 para.7(2).
(5)	EP(C)A s.51.
(6)	EP(C)A s.52.
92(1), (2)	EP(C)A s.53(1).
(3)	EP(C)A s.53(2); EA 1982 Sch.2 para.4; EA 1989 s.15(1).

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)

- |            |   |
|------------|---|
| (4)        | EP(C)A s.53(2A); TURERA s.24(4).  |
| (5)        | EP(C)A s.53(3).   |
| (6)        | EP(C)A ss.55(4), 153(1) (“effective date of termination”).                            |
| (7)        | EP(C)A ss.55(5), 153(1) (“effective date of termination”); EA 1982 Sch.3 Pt.I para.1. |
| (8)        | EP(C)A s.55(7)(a); EA 1982 Sch.3 Pt.I para.1.   |
| 93(1)      | EP(C)A s.53(4); TURERA Sch.8 para.11.   |
| (2)        | EP(C)A s.53(4).   |
| (3)        | EP(C)A s.53(5).   |
| 94(1)      | EP(C)A s.54(1).   |
| (2)        | EP(C)A s.54(2).   |
| 95         | EP(C)A s.55(1) to (3).  |
| 96(1)      | EP(C)A s.56; EA 1980 Sch.1 para.11; TURERA Sch.8 para.12.                             |
| (2) to (4) | EP(C)A s.56A(1) to (3); EA 1980 s.12; TURERA Sch.8 para.13.                           |
| (5)        | EP(C)A s.56A(4); EA 1980 s.12.  |
| (6)        | BGLA Sch.5A para.1(4); STA Sch.4 para.1(6); D&COA Sch.8.                              |
| 97(1)      | EP(C)A s.55(4).   |
| (2)        | EP(C)A s.55(5); EA 1982 Sch.3 Pt.I para.1.  |
| (3)        | EP(C)A s.55(7)(a); EA 1982 Sch.3 Pt.I para.1.   |
| (4)        | EP(C)A s.55(6); EA 1982 Sch.3 Pt.I para.1.  |
| (5)        | EP(C)A s.55(7)(b); EA 1982 Sch.3 Pt.I para.1.   |
| (6)        | EP(C)A Sch.2 Pt.I paras.1, 2(3)(a), (4).  |
| 98(1), (2) | EP(C)A s.57(1), (2).  |
| (3)        | EP(C)A s.57(4).   |
| (4)        | EP(C)A s.57(3); EA 1980 s.6.  |
| (5)        | EP(C)A Sch.2 Pt.I paras.1, 2(1); EA 1980 Sch.1 para.23.                               |
| (6)        | EP(C)A s.57(3), Sch.2 Pt.I para.2(1); TULR(C)A Sch.2 paras.14, 22;                    |

---

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

---

	TURERA Sch.5 para.2, Sch.8 para.26(a)(i).
99(1) to (3)	EP(C)A s.60; TURERA s.24(1).
(4)	EP(C)A Sch.2 Pt.I paras.1, 2(2); TURERA Sch.8 para.26(a)(ii).
100	EP(C)A s.57A; TURERA Sch.5 para.3.
101(1) to (3)	BGLA Sch.5A para.7(1) to (3); STA Sch.4 para.7(1) to (3); D&COA Sch.8.
(4)	BGLA Sch.5A paras.2(4)(a), 5(2)(a); STA Sch.4 paras.2(4)(a), 5(2)(a); D&COA Sch.8.
102(1)	PA s.46(5).
(2)	PA ss.124(1) (“trust scheme”), 176 (“occupational pension scheme”).
103	EP(C)A s.57AA; CRTUPER Reg.14(1).
104(1) to (3)	EP(C)A s.60A(1) to (3); TURERA s.29(1).
(4)	BGLA Sch.5A para.19; EP(C)A s.60A(4); TURERA s.29(1); STA Sch.4 para.19; D&COA Sch.8; PA Sch.3 para.2.
105(1)	BGLA Sch.5A para.8; EP(C)A s.59(1); TURERA s.24(2), Sch.8 para.14(a); STA Sch.4 para.8; D&COA Sch.8; PA s.46(6).
(2)	EP(C)A s.59(2); TURERA s.24(2).
(3)	EP(C)A s.59(2); TURERA s.24(2), Sch.5 para.4.
(4)	BGLA Sch.5A para.8; STA Sch.4 para.8; D&COA Sch.8.
(5)	PA s.46(6).
(6)	EP(C)A s.59(2); CRTUPER Reg.14(2).
(7)	EP(C)A s.59(2); TURERA ss.24(2), 29(2).
(8)	BGLA Sch.5A paras.2(4)(a), 5(2)(a); STA Sch.4 paras.2(4)(a), 5(2)(a); D&COA Sch.8.
(9)	EP(C)A s.59(3); TURERA Sch.8 para.14(c).
106(1)	EP(C)A s.61.
(2)	EP(C)A ss.19(2), 45(2), 61(1); TURERA Sch.3, Sch.8 para.15(a).

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

- |             |  |
|-------------|--|
| (3)         | EP(C)A s.61(2); TURERA Sch.8 para.15(b).   |
| (4)         | EP(C)A s.61.   |
| 107         | EP(C)A s.63.   |
| 108(1)      | EP(C)A s.64(1)(a); Unfair Dismissal (Variation of Qualifying Period) Order 1985 (S.I. 1985/782) Art.3(1).  |
| (2)         | EP(C)A s.64(2); EA 1982 Sch.2 para.5(1)(b); Unfair Dismissal (Variation of Qualifying Period) Order 1985 (S.I. 1985/782) Art.4.  |
| (3)         | BGLA Sch.5A para.9; EP(C)A s.64(3) to (5), Sch.2 Pt.I paras.1, 2(4), Pt.III para.6(3); TURERA ss.24(3), 29(3), Sch.5 para.5; STA Sch.4 para.9; D&COA Sch.8; PA s.46(7); CRTUPER Reg.14(2). |
| 109(1)      | EP(C)A s.64(1)(b); Sex Discrimination Act 1986 (c.59) s.3(1).  |
| (2)         | BGLA Sch.5A para.9; EP(C)A s.64(3) to (5), Sch.2 Pt.I paras.1, 2(4), Pt.III para.6(3); TURERA ss.24(3), 29(3), Sch.5 para.5; STA Sch.4 para.9; D&COA Sch.8; PA s.46(7); CRTUPER Reg.14(2). |
| 110(1)      | EP(C)A s.65(3).  |
| (2)         | BGLA Sch.5A para.20; EP(C)A s.65(4), Sch.2 Pt.I paras.1, 2(4), Pt.III para.6(3); TURERA Sch.8 para.16; STA Sch.4 para.20; D&COA Sch.8.   |
| (3)         | EP(C)A s.65(1), (2).   |
| (4)         | EP(C)A s.66(2); EA 1980 Sch.1 para.13(b).  |
| (5)         | EP(C)A s.66(3).  |
| 111(1), (2) | EP(C)A s.67(1), (2).   |
| (3), (4)    | EP(C)A s.67(4).  |
| 112(1)      | EP(C)A s.68(1), (2).   |
| (2), (3)    | EP(C)A s.68(1).  |
| (4)         | EP(C)A s.68(2); EA 1982 Sch.3 Pt.II para.21.   |
| 113         | EP(C)A s.69(1).  |
| 114(1), (2) | EP(C)A s.69(2).  |

---

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

---

(3)	EP(C)A s.69(3).
(4)	EP(C)A s.70(2).
(5)	EP(C)A Sch.2 Pt.I paras.1, 2(3)(b).
115(1)	EP(C)A s.69(1), (4).
(2)	EP(C)A s.69(4).
(3)	EP(C)A s.70(2).
(4)	EP(C)A Sch.2 Pt.I paras.1, 2(3)(b).
116(1)	EP(C)A s.69(5).
(2) to (4)	EP(C)A s.69(6).
(5), (6)	EP(C)A s.70(1).
117(1)	EP(C)A s.71(1).
(2)	EP(C)A s.71(1); TURERA s.30(2)(a).
(3)	EP(C)A s.71(2); EA 1982 Sch.3 Pt.II para.22; TURERA Sch.5 para.6(a).
(4)	EP(C)A s.71(2) to (2B); TURERA Sch.5 para.6(b); PA Sch.3 para.3; CRTUPER Reg.14(3).
(5)	EP(C)A s.71(2).
(6), (7)	EP(C)A s.71(3), (4).
(8)	EP(C)A s.71(5); EA 1982 Sch.3 Pt.II para.22.
118(1)	EP(C)A s.72(1); TULR(C)A Sch.2 para.16; TURERA Sch.5 para.7.
(2)	EP(C)A s.72(2); TURERA Sch.5 para.7.
(3)	EP(C)A s.72(2), (3); TURERA Sch.5 para.7; PA Sch.3 para.4; CRTUPER Reg.14(3).
119(1)	EP(C)A s.73(1), (3); EA 1980 s.9(2); TURERA Sch.5 para.8(a).
(2)	EP(C)A s.73(3); EA 1980 s.9(3).
(3)	EP(C)A s.73(4).
(4)	EP(C)A s.73(5), (6); Sex Discrimination Act 1986 (c.59) s.3(2).
(5)	EP(C)A s.73(6).
(6)	EP(C)A Sch.2 Pt.I paras.1, 2(4).
120(1)	EP(C)A s.73(6A), (6B); TURERA Sch.5 para.8(b); PA Sch.3 para.5; Employment Protection (Increase of

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

	Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch.; CRTUPER Reg.14(3).
(2)	EP(C)A s.73(6C); TURERA Sch.5 para.8(b).
121	EP(C)A s.73(2).
122(1), (2)	EP(C)A s.73(7A), (7B); EA 1980 s.9(4).
(3)	EP(C)A s.73(6B), (7C); TULR(C)A Sch.2 para.17; TURERA Sch.5 para.8(b), (c); PA Sch.3 para.5; CRTUPER Reg.14(3).
(4)	EP(C)A s.73(9).
123(1)	EP(C)A s.74(1); TURERA s.30(3)(a).
(2)	EP(C)A s.74(2).
(3)	EP(C)A s.74(3); EA 1982 Sch.3 Pt.II para.23.
(4) to (7)	EP(C)A s.74(4) to (7).
124(1)	EP(C)A s.75(1); Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch.
(2)	EP(C)A s.75(2).
(3)	EP(C)A s.71(1A); TURERA s.30(2)(b).
(4)	EP(C)A s.74(8); TURERA s.30(3)(b).
(5)	EP(C)A s.75(3).
125(1), (2)	EP(C)A s.75A(1), (2); TURERA Sch.5 para.9; Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch.
(3) to (7)	EP(C)A s.75A(3) to (7); TURERA Sch.5 para.9.
126	EP(C)A s.76(1).
127	EP(C)A Sch.2 Pt.III para.6(1), (4)(a).
128(1)	EP(C)A s.77(1); TURERA Sch.5 para.10; PA Sch.3 para.6; CRTUPER Reg.14(3).
(2) to (5)	EP(C)A s.77(2) to (5); TURERA Sch.5 para.10.
129(1)	EP(C)A s.77A(1); TURERA Sch.5 para.10; PA Sch.3 para.7; CRTUPER Reg.14(3).
(2), (3)	EP(C)A s.77A(2); TURERA Sch.5 para.10.

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)

(4), (5)	EP(C)A s.77A(3), (4); TURERA Sch.5 para.10.
(6) to (8)	EP(C)A s.77A(5); TURERA Sch.5 para.10.
(9)	EP(C)A s.77A(6); TURERA Sch.5 para.10.
130	EP(C)A s.78; TURERA Sch.5 para.10.
131	EP(C)A s.78A; TURERA Sch.5 para.10.
132	EP(C)A s.79; TURERA Sch.5 para.10.
133(1)	EP(C)A Sch.12 Pt.II paras.7, 8.
(2)	EP(C)A Sch.12 Pt.II para.9; EA 1982 Sch.3 Pt.II para.28.
(3), (4)	EP(C)A Sch.12 Pt.II para.10.
(5)	EP(C)A Sch.12 Pt.II para.11.
134	EP(C)A s.80.
135	EP(C)A s.81(1).
136(1)	EP(C)A s.83(1), (2).
(2)	EP(C)A ss.83(2), 92(4).
(3)	EP(C)A s.85(1), (2).
(4)	EP(C)A s.85(5).
(5)	EP(C)A s.93(1).
137(1)	EP(C)A s.86, Sch.2 Pt.II paras.3, 4(2); TURERA Sch.8 para.17.
(2)	EP(C)A Sch.2 Pt.II paras.3, 5; TURERA Sch.8 para.26(c).
138(1)	EP(C)A s.84(1).
(2)	EP(C)A s.84(3), (6).
(3)	EP(C)A s.84(4).
(4), (5)	EP(C)A s.84(6).
(6)	EP(C)A s.84(5).
139(1), (2)	EP(C)A s.81(2).
(3)	EP(C)A s.81(2A); EA 1982 Sch.3 Pt.I para.2(1).
(4), (5)	EP(C)A s.93(2), (3).
(6)	EP(C)A s.81(3).
140(1)	EP(C)A s.82(2).
(2)	EP(C)A s.92(1).

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)

(3), (4)	EP(C)A s.92(3).
(5)	EP(C)A s.92(2).
141(1)	EP(C)A s.82(3).
(2), (3)	EP(C)A s.82(5).
(4)	EP(C)A s.82(6).
142(1), (2)	EP(C)A s.85(3).
(3), (4)	EP(C)A s.85(4).
143(1)	EP(C)A s.110(1).
(2)	EP(C)A s.110(1), (2).
(3), (4)	EP(C)A s.110(5).
(5), (6)	EP(C)A s.110(6).
(7), (8)	EP(C)A s.110(4).
144(1)	EP(C)A s.110(3).
(2)	EP(C)A s.110(8).
(3)	EP(C)A s.110(9).
(4)	EP(C)A s.110(7).
145(1) to (4)	EP(C)A s.90(1).
(5), (6)	EP(C)A s.90(3).
(7)	EP(C)A Sch.2 Pt.II paras.3, 4(1)(a).
146(1)	EP(C)A ss.82(3), (5), (6), (7), 84(1), (3), (6), (7).
(2)	EP(C)A ss.82(4), 84(2).
(3)	EP(C)A Sch.2 Pt.II paras.3, 4(1)(b), (c); TURERA Sch.8 para.26(b)(i).
147	EP(C)A s.87.
148	EP(C)A s.88(1).
149	EP(C)A ss.88(4), 89(1), (4).
150(1), (2)	EP(C)A s.88(2).
(3), (4)	EP(C)A s.89(5), (6).
151	EP(C)A s.88(2)(b).
152(1)	EP(C)A s.88(3), (4).
(2)	EP(C)A s.89(1).
153	EP(C)A s.90(2).
154	EP(C)A s.89(2), (3).
155	EP(C)A s.81(1), (4).
156(1)	EP(C)A s.82(1); EA 1989 s.16(1).

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

(2)	EP(C)A Sch.2 Pt.II paras.3, 4(3).
157(1)	EP(C)A s.96(3)(a).
(2), (3)	EP(C)A s.96(1).
(4)	EP(C)A s.96(2).
(5)	EP(C)A s.96(4).
(6)	EP(C)A Sch.2 Pt.II paras.3, 4(3).
158	EP(C)A s.98.
159	EP(C)A s.99(1).
160(1)	EP(C)A s.99(2).
(2), (3)	EP(C)A s.114.
161	EP(C)A s.100.
162(1)	EP(C)A s.81(1), Sch.4 paras.1, 2.
(2), (3)	EP(C)A Sch.4 paras.2, 3.
(4), (5)	EP(C)A Sch.4 para.4; EA 1989 s.16(2).
(6)	EP(C)A Sch.4 para.5.
(7)	EP(C)A Sch.2 Pt.II paras.3, 4(3).
(8)	EP(C)A Sch.4 para.6.
163(1) to (3)	EP(C)A s.91.
(4)	EP(C)A s.96(3)(b).
164	EP(C)A s.101.
165(1)	EP(C)A s.102(1).
(2)	EP(C)A s.102(2); Criminal Justice Act 1982 (c.48) ss.38, 46; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1.
(3)	EP(C)A s.102(3).
(4)	EP(C)A s.102(3); Criminal Justice Act 1982 (c.48) ss.35, 38, 46; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1.
166(1)	EP(C)A s.106(1).
(2), (3)	EP(C)A s.106(1A), (1B); EA 1989 Sch.6 para.21(2).
(4)	EP(C)A s.106(7).
(5)	EP(C)A s.106(5), (6).
(6)	EP(C)A s.106(5)(a), (b), (6)(a), (b); Insolvency Act 1985 (c.65) Sch.8 para.31(2); Bankruptcy (Scotland)

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

	Act 1985 (c.66) Sch.7 Pt.I para.14(1); Insolvency Act 1986 (c.45) Sch.14.
(7)	EP(C)A s.106(5)(c), (6)(c); Insolvency Act 1985 (c.65) Sch.8 para.31(2); Insolvency Act 1986 (c.45) Sch.14.
167(1)	EP(C)A s.106(2); Employment Act 1990 (c.38) Sch.2 para.1(3).
(2)	EP(C)A s.106(2); EA 1982 Sch.2 para.6(4); EA 1989 Sch.6 para.21(3).
(3)	EP(C)A s.106(3).
(4)	EP(C)A s.106(3); Employment Act 1990 (c.38) Sch.2 para.1(3).
168	EP(C)A Sch.7; EA 1989 Sch.6 para.25.
169(1)	EP(C)A s.107(1).
(2)	EP(C)A s.107(2); Criminal Justice Act 1982 (c.48) ss.38, 46; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1.
(3)	EP(C)A s.107(3).
(4)	EP(C)A s.107(4), (5); Magistrates' Courts Act 1980 (c.43) Sch.7 para.175.
170	EP(C)A s.108; EA 1989 Sch.6 para.22.
171(1)	EP(C)A s.115(2).
(2)	EP(C)A s.115(1); Social Security (Consequential Provisions) Act 1992 (c.6) s.2(4).
(3)	EP(C)A ss.111(1), 115(1).
172	EP(C)A s.116.
173(1)	EP(C)A s.117(1), (2), (4).
(2)	EP(C)A Sch.8.
174(1) to (3)	EP(C)A Sch.12 Pt.III paras.12, 14, 15.
(4)	EP(C)A Sch.12 Pt.III paras.12, 16.
(5)	EP(C)A Sch.12 Pt.III paras.12, 14, 15.
(6)	EP(C)A Sch.12 Pt.III paras.12, 21.
175(1)	EP(C)A Sch.12 Pt.III paras.12, 17 to 20.
(2) to (4)	EP(C)A Sch.12 Pt.III paras.12, 17 to 19.
(5), (6)	EP(C)A Sch.12 Pt.III paras.12, 20.
176(1), (2)	EP(C)A Sch.12 Pt.IV para.22.

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

(3)	EP(C)A Sch.12 Pt.IV para.23(1).
(4)	EP(C)A Sch.12 Pt.IV paras.23(2), 24.
(5) to (7)	EP(C)A Sch.12 Pt.IV paras.25 to 27.
177(1)	EP(C)A s.112(2).
(2)	EP(C)A s.112(1).
(3)	EP(C)A s.111(3); Transfer of Functions (Minister for the Civil Service and Treasury) Order 1981 (S.I. 1981/1670); Transfer of Functions (Treasury and Minister for the Civil Service) Order 1995 (S.I. 1995/269).
178	EP(C)A s.118.
179(1) to (5)	EP(C)A s.119.
(6)	EP(C)A s.117(3).
180	EP(C)A s.120.
181	
182	EP(C)A s.122(1); Insolvency Act 1985 (c.65) s.218(2); Employment Act 1990 (c.38) Sch.2 para.1(4).
183(1)	EP(C)A s.127(1), (2).
(2)	EP(C)A s.127(1)(a), (b), (2)(a), (b); Insolvency Act 1985 (c.65) Sch.8 para.31(5); Bankruptcy (Scotland) Act 1985 (c.66) Sch.7 Pt.I para.14(4); Insolvency Act 1986 (c.45) Sch.14; EA 1989 Sch.6 para.23.
(3)	EP(C)A s.127(1)(c), (2)(c); Insolvency Act 1985 (c.65) Sch.8 para.31(5); Insolvency Act 1986 (c.45) Sch.14.
184(1)	EP(C)A s.122(3); EA 1982 Sch.3 Pt.I para.4.
(2)	EP(C)A s.122(4); Insolvency Act 1985 (c.65) s.218(4); TULR(C)A Sch.2 para.18(3); TURERA Sch.8 para.18.
(3)	EP(C)A s.127(3).
(4)	EP(C)A s.122(7), (8); Insolvency Act 1985 (c.65) s.218(5); Bankruptcy (Scotland) Act 1985 (c.66) s.75(11), Sch.7 Pt.I para.14(2); Insolvency Act 1986 (c.45) Sch.14.
185	EP(C)A s.122(2); Insolvency Act 1985 (c.65) s.218(3); TULR(C)A Sch.2 para.18(2).

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

186(1)	EP(C)A s.122(5); Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch.
(2)	EP(C)A s.122(6).
187(1)	EP(C)A s.122(9), (10).
(2)	EP(C)A s.122(11); EA 1989 s.18(2).
(3)	EP(C)A s.122(10).
(4)	EP(C)A s.122(9); Insolvency Act 1985 (c.65) s.218(6)(a); Bankruptcy (Scotland) Act 1985 (c.66) s.75(11).
(5)	EP(C)A s.122(9); Insolvency Act 1985 (c.65) s.218(6)(b); Insolvency Act 1986 (c.45) Sch.14.
188(1), (2)	EP(C)A s.124(1).
(3)	EP(C)A s.124(3).
189(1)	EP(C)A s.125(1).
(2)	EP(C)A s.125(2); EA 1989 s.19(1).
(3), (4)	EP(C)A s.125(2A); EA 1989 s.19(1).
(5)	EP(C)A s.125(4); Employment Act 1990 (c.38) Sch.2 para.1(4).
190(1), (2)	EP(C)A s.126(1), (2).
(3), (4)	EP(C)A s.126(3), (4); Criminal Justice Act 1982 (c.48) ss.38, 46; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1.
(5), (6)	EP(C)A s.155(1), (2).
191(1), (2)	EP(C)A s.138(1), Sch.13 para.19(1); WA s.9(1); PA Sch.3 para.10.
(3)	EP(C)A s.138(2), Sch.13 para.19(2); WA s.9(2).
(4)	EP(C)A s.138(7), Sch.13 para.19(5); WA s.9(5).
(5)	EP(C)A s.138(8).
(6)	EP(C)A s.99.
192(1)	EP(C)A s.138(3), Sch.13 para.19(3); WA s.9(4); TURERA s.31(1); Reserve Forces Act 1996 (c.14) Sch.10 para.17.
(2)	EP(C)A s.138A(1); TURERA s.31(2); CRTUPER Reg.14(5).
(3) to (5)	EP(C)A s.138A(2) to (4); TURERA s.31(2).

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)

(6)	EP(C)A s.138A(7); TURERA s.31(2).
(7)	EP(C)A s.138A(5); TURERA s.31(2).
(8)	EP(C)A s.138A(7); TURERA s.31(2).
193(1)	EP(C)A s.138(4); TURERA Sch.7 para.3(b).
(2)	EP(C)A s.138(4); TURERA Sch.7 para.3(b); CRTUPER Regs.13(4), 14(4).
(3)	EP(C)A s.138(4).
194(1), (2)	EP(C)A s.139A(1); TURERA Sch.7 para.11.
(3)	EP(C)A s.139A(3)(b); TURERA Sch.7 para.11.
(4)	EP(C)A s.139A(2), (5); TURERA Sch.7 para.11.
(5) to (7)	EP(C)A s.139A(4) to (6); TURERA Sch.7 para.11.
195(1) to (3)	EP(C)A s.139(1).
(4)	EP(C)A s.139(2), (3).
(5) to (8)	EP(C)A s.139(3) to (6).
(9), (10)	EP(C)A s.139(7).
(11), (12)	EP(C)A s.139(8), (9).
196(1)	EP(C)A s.141(1); TURERA Sch.8 para.22.
(2)	EP(C)A s.141(2).
(3)	BGLA Sch.5A para.22; EP(C)A s.141(2); Insolvency of Employer (Excluded Classes) Regulations 1983 (S.I. 1983/624) Reg.3(1); WA s.30(1); STA Sch.4 para.22; D&COA Sch.8; PA s.46(4)(b).
(4)	EP(C)A Sch.2 Pt.I paras.1, 2(4), Pt.III para.6(1) to (3).
(5)	EP(C)A s.141(5); WA s.30(2).
(6)	EP(C)A s.141(3), (4).
(7)	EP(C)A s.141(2A); Insolvency of Employer (Excluded Classes) Regulations 1983 (S.I. 1983/624) Reg.3(2); Insolvency of Employer (Excluded Classes) Regulations 1995 (S.I. 1995/278) Reg.3.

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

197(1)	EP(C)A s.142(1); EA 1980 s.8(2).
(2)	BGLA Sch.5A para.7(4); STA Sch.4 para.7(4); D&COA Sch.8.
(3) to (5)	EP(C)A s.142(2) to (4).
198	EP(C)A s.5(1)(a); TURERA Sch.4.
199(1)	EP(C)A s.144(1); WA s.30(3); TURERA Sch.8 para.23.
(2)	EP(C)A s.144(2).
(3)	EP(C)A Sch.2 Pt.I paras.1, 2(4), Pt.II paras.3, 4(3), Pt.III para.6(1) to (3); Dock Work Act 1989 (c.13) s.7(4).
(4), (5)	EP(C)A s.144(4), (5).
(6)	EP(C)A s.144(3).
200(1)	EP(C)A s.146(2); Insolvency of Employer (Excluded Classes) Regulations 1983 (S.I. 1983/624) Reg.3(3).
(2)	EP(C)A s.146(3); Criminal Justice and Public Order Act 1994 (c.33) s.126.
201(1)	EP(C)A s.137(2); WA s.10(1).
(2)	EP(C)A s.137(1); WA s.10(1).
(3), (4)	EP(C)A s.137(3), (4); WA s.10.
(5)	EP(C)A s.137(2), (5); WA s.10(1).
202(1)	EP(C)A s.146A(1); TURERA Sch.7 para.5.
(2)	EP(C)A s.146A(2); TURERA Sch.7 para.5; CRTUPER Regs.13(5), 14(4).
203(1)	BGLA Sch.5A para.17(1); EP(C)A s.140(1); WA s.6(3); STA Sch.4 para.17(1); D&COA Sch.8; PA s.46(8).
(2)	BGLA Sch.5A para.17(2); EP(C)A s.140(2); WA s.6(3); TURERA s.39(1)(a), Sch.6 para.3(a); STA Sch.4 para.17(2); D&COA Sch.8; PA s.46(9).
(3), (4)	EP(C)A s.140(3), (4); WA s.6(4), (5); TURERA s.39(1)(b), Sch.6 para.3(b).
204(1)	EP(C)A s.153(5).
(2)	EP(C)A s.153(5); TURERA Sch.8 para.25(b).

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)

205(1)	BGLA Sch.5A para.22; EP(C)A s.129; STA Sch.4 para.22; D&COA Sch.8; PA ss.45(4), 46(4)(a).
(2)	WA s.6(1).
206(1)	EP(C)A Sch.12 Pt.I para.2.
(2)	BGLA Sch.5A para.22; EP(C)A Sch.12 Pt.I para.1; STA Sch.4 para.22; D&COA Sch.8; PA s.46(4)(c).
(3)	EP(C)A Sch.12 Pt.I para.2.
(4), (5)	EP(C)A Sch.12 Pt.I para.3(1).
(6)	EP(C)A Sch.12 Pt.I para.3(2).
(7), (8)	EP(C)A Sch.12 Pt.I para.4(1).
(9)	EP(C)A Sch.12 Pt.I para.4(2).
207(1)	EP(C)A Sch.12 Pt.I para.5.
(2)	EP(C)A Sch.12 Pt.IV para.28.
(3)	EP(C)A Sch.12 Pt.I para.6.
208(1) to (5)	EP(C)A s.148(1) to (5).
(6), (7)	EP(C)A s.148(6).
209(1)	EP(C)A s.149(1).
(2)	EP(C)A s.149(2); EA 1982 Sch.2 para.9(1)(b), Sch.3 Pt.II para.25; TURERA Sch.8 para.24; CRTUPER Reg.14(6).
(3)	EP(C)A s.149(2).
(4)	EP(C)A s.149(1)(b).
(5)	EP(C)A s.149(1)(c); EA 1982 Sch.2 para.9(1)(a); EA 1989 s.15(2).
(6)	EP(C)A Sch.2 Pt.III para.7(1); TURERA Sch.8 para.26(e).
(7)	EP(C)A s.149(2A); TURERA Sch.7 para.13; CRTUPER Reg.12(4).
(8)	EP(C)A s.149(3).
210(1), (2)	BGLA Sch.5A para.1(2); EP(C)A s.151(1); EA 1982 Sch.2 para.7(1); STA Sch.4 para.1(4); D&COA Sch.8.
(3)	BGLA Sch.5A para.1(2), (3); EP(C)A s.151(2); EA 1982 Sch.2 para.7(1); STA Sch.4 para.1(4), (5); D&COA Sch.8.
(4)	EP(C)A Sch.13 para.1(1); EA 1982 Sch.2 para.7(2); Employment Protection (Part-time Employees)

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)

	Regulations 1995 (S.I. 1995/31) Reg.4(2).
(5)	EP(C)A Sch.13 para.1(3); EA 1982 Sch.2 para.7(1).
211	EP(C)A s.151(3) to (5); EA 1982 Sch.2 para.7(1).
212(1)	EP(C)A Sch.13 para.4.
(2)	EP(C)A Sch.13 para.10; EA 1980 Sch.1 para.31; TURERA Sch.8 para.31(b).
(3)	EP(C)A Sch.13 para.9(1); TURERA Sch.8 para.31(a).
(4)	EP(C)A Sch.13 para.9(2).
213(1)	EP(C)A Sch.13 para.11(1); EA 1982 Sch.3 Pt.II para.29.
(2), (3)	EP(C)A Sch.13 para.11(2), (3).
214(1) to (3)	EP(C)A Sch.13 para.12(1), (2).
(4)	EP(C)A Sch.13 para.12(1).
(5)	EP(C)A Sch.13 para.12(3).
215(1)	EP(C)A Sch.13 para.1(2); EA 1982 Sch.2 para.7(2).
(2)	EP(C)A Sch.13 para.14(1); Social Security (Consequential Provisions) Act 1992 (c.6) Sch.2 para.51(1).
(3)	EP(C)A s.151(6)(a), Sch.13 para.14(3); EA 1982 Sch.2 para.7(1).
(4)	EP(C)A Sch.13 para.14(4); Social Security (Consequential Provisions) Act 1992 (c.6) Sch.2 para.51(2).
(5)	EP(C)A Sch.13 para.14(4).
(6)	EP(C)A Sch.13 para.14(6).
216(1)	EP(C)A Sch.13 para.15(1).
(2)	EP(C)A s.151(6)(b), Sch.13 para.15(2), (3); EA 1982 Sch.2 para.7(1).
(3)	EP(C)A s.151(6)(b), Sch.13 para.15(4); EA 1982 Sch.2 para.7(1).
217(1)	EP(C)A Sch.13 para.16(1); Reserve Forces (Safeguard of Employment) Act 1985 (c.17) Sch.4 para.6.
(2)	Interpretation Act 1978 (c.30) s.17(2) (a); EP(C)A s.151(6)(c); EA 1982 Sch.2 para.7(1).

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

218(1)	EP(C)A Sch.13 para.17(1); EA 1982 Sch.3 Pt.I para.2(2); Health Authorities Act 1995 (c.17) Sch.1 para.103(3).
(2) to (5)	EP(C)A Sch.13 para.17(2) to (5).
(6)	EP(C)A Sch.13 para.18.
(7)	EP(C)A Sch.13 para.18A; EA 1982 Sch.3 Pt.I para.2(3).
(8) to (10)	EP(C)A Sch.13 para.18B; Health Authorities Act 1995 (c.17) Sch.1 para.103(3).
219(1)	EP(C)A Sch.13 para.20(1).
(2)	EP(C)A Sch.13 para.20(2), (3) (“relevant conciliation powers”); TURERA Sch.7 para.14; Disability Discrimination Act 1995 (c.50) Sch.6 para.3(b).
(3)	EP(C)A Sch.13 para.20(3) (“relevant complaint of dismissal”); TURERA Sch.7 para.14(d); Disability Discrimination Act 1995 (c.50) Sch.6 para.3(a).
(4)	EP(C)A Sch.13 para.20(3) (“relevant compromise contract”); TURERA Sch.7 para.14(d); Disability Discrimination Act 1995 (c.50) Sch.6 para.3(c).
220	
221	EP(C)A Sch.14 Pt.II para.3.
222	EP(C)A Sch.14 Pt.II para.4.
223	EP(C)A Sch.14 Pt.II para.5.
224	EP(C)A Sch.14 Pt.II para.6.
225(1), (2)	EP(C)A Sch.14 Pt.II para.7.
(3)	EP(C)A Sch.14 Pt.II para.7; EA 1980 Sch.1 para.33.
(4)	EP(C)A Sch.14 Pt.II para.7; CRTUPER Reg.13(6).
(5)	EP(C)A Sch.14 Pt.II para.7; TURERA Sch.8 para.32(a).
226(1)	EP(C)A Sch.14 Pt.II para.7.
(2)	EP(C)A Sch.14 Pt.II para.7; TURERA Sch.8 para.32(b).
(3)	EP(C)A Sch.2 Pt.I paras.1, 2(4), (5), Sch.14 Pt.II para.7; EA 1982 Sch.3 Pt.II

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

- para.30(2); TURERA Sch.8 para.26(a)  
(iii).
- (4) EP(C)A Sch.14 Pt.II para.7.
- (5) EP(C)A Sch.2 Pt.I paras.3, 4(3), (4),  
Sch.14 Pt.II para.7; EA 1982 Sch.3 Pt.II  
para.30(2); TURERA Sch.8 para.26(b)  
(ii).
- (6) EP(C)A Sch.14 Pt.II para.7.
- 227(1) EP(C)A Sch.14 Pt.II para.8(1);  
Employment Protection (Increase of  
Limits) Order 1995 (S.I. 1995/1953)  
Art.3, Sch.
- (2) EP(C)A Sch.14 Pt.II para.8(2).
- (3) EP(C)A Sch.14 Pt.II para.8(3), (4); EA  
1982 Sch.3 Pt.II para.30(3).
- (4) EP(C)A Sch.2 Pt.I paras.1, 2(4), Pt.II  
paras.3, 4(3), Sch.14 Pt.II para.8(3), (4).
- 228(1) to (3) EP(C)A Sch.14 Pt.II para.9.
- (4) EP(C)A Sch.14 Pt.II para.12.
- 229(1) EP(C)A Sch.14 Pt.II para.10.
- (2) EP(C)A Sch.14 Pt.II para.11.
- 230(1) BGLA Sch.5A para.1(2); EP(C)A  
s.153(1) (“employee”); STA Sch.4  
para.1(4); D&COA Sch.8; PA s.46(11).
- (2) BGLA Sch.5A para.1(2); EP(C)A  
s.153(1) (“contract of employment”);  
STA Sch.4 para.1(4); D&COA Sch.8;  
PA s.46(11).
- (3) WA s.8(1) (“worker”), (2).
- (4) BGLA Sch.5A para.1(2); EP(C)A  
s.153(1) (“employer”); WA s.8(1)  
 (“employer”); STA Sch.4 para.1(4);  
D&COA Sch.8; PA s.46(11).
- (5) BGLA Sch.5A para.1(2); EP(C)A  
s.153(1) (“employment”); WA s.8(1)  
 (“employment”, “employed”); STA  
Sch.4 para.1(4); D&COA Sch.8; PA  
s.46(11).
- 231 EP(C)A s.153(4); WA s.6(6); TURERA  
Sch.6 para.3(b).
- 232(1) STA Sch.4 para.1(1) (“shop worker”).
- (2) STA Sch.4 para.1(1) (“shop work”).
- (3) STA Sch.4 para.1(1) (“shop”).

*Status: Point in time view as at 01/02/2006.*

*Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

(4), (5)	STA Sch.4 para.1(2), (3).
(6)	STA Sch.4 para.1(1) (“retail trade or business”).
(7)	STA Sch.4 para.1(1) (“catering business”, “intoxicating liquor”).
(8)	STA Sch.4 para.1(1) (“notice period”, “opted-out”, “opting-in notice”, “opting-out notice”, “protected”).
233(1)	BGLA Sch.5A para.1(1) (“betting worker”); D&COA Sch.8.
(2)	BGLA Sch.5A para.1(1) (“betting work”); D&COA Sch.8.
(3)	BGLA Sch.5A para.1(1) (“betting transaction”); D&COA Sch.8.
(4)	BGLA Sch.5A para.1(1) (“bookmaker”); D&COA Sch.8.
(5)	
(6)	BGLA Sch.5A para.1(1) (“notice period”, “opted-out”, “opting-in notice”, “opting-out notice”, “protected”); D&COA Sch.8.
234(1), (2)	EP(C)A Sch.14 Pt.I para.1.
(3)	EP(C)A Sch.14 Pt.I para.2.
235(1)	
“act”, “action”	BGLA Sch.5A para.1(2); EP(C)A s.153(1); STA Sch.4 para.1(4); D&COA Sch.8; PA s.46(11).
“basic award of compensation for unfair dismissal”	
“business”	EP(C)A s.153(1).
“childbirth”	EP(C)A s.153(1); TURERA Sch.8 para.25(a)(i).
“collective agreement”	EP(C)A s.153(1); TULR(C)A Sch.2 para.21(2)(a).
“conciliation officer”	
“dismissal procedures agreement”	EP(C)A s.153(1).
“employers’ association”	EP(C)A s.153(1); TULR(C)A Sch.2 para.21(2)(b).
“expected week of childbirth”	EP(C)A s.153(1); TURERA Sch.8 para.25(a)(ii).

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

“guarantee payment”, “independent trade union”, “job”	EP(C)A s.153(1).
“maternity leave period”	EP(C)A s.153(1); TURERA Sch.8 para.25(a)(iii).
“notified day of return”	EP(C)A s.153(1); TURERA Sch.8 para.25(a)(iv).
“position”, “redundancy payment”, “renewal”	EP(C)A s.153(1).
“statutory provision”	EP(C)A s.153(1); WA s.8(1).
“successor”	EP(C)A s.153(1); TULR(C)A Sch.2 para.21(2)(d).
“trade union”	EP(C)A s.153(1); TULR(C)A Sch.2 para.21(2)(f).
“week”	EP(C)A ss.49(6), 153(1), Sch.13 para.24(1).
(2)	EP(C)A s.153(4A); TULR(C)A Sch.2 para.21(3).
(3)	EP(C)A s.153(2).
(4)	EP(C)A ss.89(3), 92(5), Sch.13 para.24(1).
(5)	EP(C)A ss.89(3), 92(5), 110(9), Sch.3 para.6, Sch.13 para.24(1).
236(1)	BGLA Sch.5A para.11(6); EP(C)A s.154(1); STA Sch.4 para.11(6); D&COA Sch.8.
(2)	BGLA Sch.5A para.11(6); EP(C)A s.154(2); STA Sch.4 para.11(6); D&COA Sch.8.
(3)	EP(C)A ss.34(4), 35(5), 39(4), 73(6D), 75(2), 75A(8), 138A(6), 149(4), Sch.2 Pt.III para.7(2); TURERA ss.23(2), 31(2), Sch.2, Sch.5 paras.8(b), 9, Sch.7 para.16(a).
(4)	EP(C)A s.149(5); TURERA Sch.7 para.16(b).
(5)	EP(C)A s.154(3).
237	EP(C)A s.156(2).
238(1)	EP(C)A s.157(1).
(2)	EP(C)A s.157(1); EA 1982 Sch.2 para.9(2).
(3) to (5)	EP(C)A s.157(3).
(6)	EP(C)A s.157(4).

---

*Status: Point in time view as at 01/02/2006.*

**Changes to legislation:** *Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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)*

---

239(1)	EP(C)A s.158(1).
(2)	EP(C)A s.158(2); Employment Act 1990 (c.38) Sch.2 para.1(6).
(3), (4)	EP(C)A s.158(3).
(5)	EP(C)A s.158(4).
240	
241	
242	
243	
244	
245	
Sch. 1	
Sch. 2	
Sch. 3	

---

**Status:**

Point in time view as at 01/02/2006.

**Changes to legislation:**

Employment Rights Act 1996 is up to date with all changes known to be in force on or before 18 July 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.