

---

DRAFT STATUTORY INSTRUMENTS

---

**2013 No.**

**The Trade Union and Labour Relations  
(Consolidation) Act 1992 (Amendment) Order 2013**

**Amendments to the Trade Union and Labour Relations (Consolidation) Act 1992**

**3.**—(1) The Trade Union and Labour Relations (Consolidation) Act 1992<sup>(1)</sup> is amended as follows.

(2) In section 188 (length of period between beginning of consultation and the first dismissal taking effect), in paragraph (a) of subsection (1A), for “90 days” substitute “45 days”.

(3) In section 193 (length of period between notifying the Secretary of State and the first dismissal taking effect), in paragraph (b) of subsection (1), for “90 days” substitute “45 days”.

(4) For section 282 (short term employment), substitute—

**“Fixed term employment**

**282.**—(1) In this section, “fixed term contract” means a contract of employment that, under its provisions determining how it will terminate in the normal course, will terminate—

- (a) on the expiry of a specific term,
- (b) on the completion of a particular task, or
- (c) on the occurrence or non-occurrence of any other specific event other than the attainment by the employee of any normal and bona fide retiring age in the establishment for an employee holding the position held by him.

(2) The provisions of Chapter II of Part IV (procedure for handling redundancies) do not apply to employment under a fixed term contract unless—

- (a) the employer is proposing to dismiss the employee as redundant; and
- (b) the dismissal will take effect before the expiry of the specific term, the completion of the particular task or the occurrence or non-occurrence of the specific event (as the case may be).”.

---

(1) [1992 c.52](#); section 188(1A) was inserted by [S.I. 1995/2587](#). Section 193(1) was inserted by [S.I. 2006/2387](#). Section 282(2) was inserted by section 240 of and paragraph 56 of Schedule 1 to the Employment Rights Act [1996 \(c.18\)](#)