Status: Point in time view as at 23/08/1996. Changes to legislation: Employment Tribunals Act 1996 is up to date with all changes known to be in force on or before 21 June 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details)



Industrial Tribunals Act 1996

CHAPTER 17

INDUSTRIAL TRIBUNALS ACT 1996

PART I

INDUSTRIAL TRIBUNALS

Introductory

1 Industrial tribunals

Jurisdiction

- 2 Enactments conferring jurisdiction on industrial tribunals.
- 3 Power to confer further jurisdiction on industrial tribunals.

Membership etc.

- 3A Meaning of "Employment Judge"
- 4 Composition of a tribunal.
- 5 Remuneration, fees and allowances.
- 5A Training etc.
- 5B Members of employment tribunals: removal from office
- 5C Oaths
- 5D Judicial assistance

Procedure

- 6 Conduct of hearings.
- 7 Industrial tribunal procedure regulations.
- 7A Practice directions
- 7B Mediation
- 8 Procedure in contract cases.

- 9 Pre-hearing reviews and preliminary matters.
- 10 National security etc.
- 10A Confidential information.
- 10B Restriction of publicity in cases involving national security.
- 11 Restriction of publicity in cases involving sexual misconduct.
- 12 Restriction of publicity in disability cases.
- 13 Costs and expenses.
- 13A Payments in respect of preparation time
- 14 Interest.
- 15 Enforcement.

Recoupment of social security benefits

- 16 Power to provide for recoupment of benefits.
- 17 Recoupment: further provisions.

Conciliation

- 18 Conciliation.
- 19 Conciliation procedure.
- 19A Conciliation: recovery of sums payable under settlements

PART II

THE EMPLOYMENT APPEAL TRIBUNAL

Introductory

20 The Appeal Tribunal.

Jurisdiction

21 Jurisdiction of Appeal Tribunal.

Membership etc.

- 22 Membership of Appeal Tribunal.
- 23 Temporary membership.
- 24 Temporary additional judicial membership.
- 24A Training etc. of members of Appeal Tribunal
- 24B Oaths
 - 25 Tenure of appointed members.
- 26 Staff.
- 27 Remuneration, pensions and allowances.
- 28 Composition of Appeal Tribunal.

Procedure

- 29 Conduct of hearings.
- 29A Practice directions
 - 30 Appeal Tribunal procedure rules.
 - 31 Restriction of publicity in cases involving sexual misconduct.
 - 32 Restriction of publicity in disability cases.
 - 33 Restriction of vexatious proceedings.
 - 34 Costs and expenses.

Status: Point in time view as at 23/08/1996.

Changes to legislation: Employment Tribunals Act 1996 is up to date with all changes known to be in force on or before 21 June 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details)

Decisions and further appeals

- 35 Powers of Appeal Tribunal.
- 36 Enforcement of decisions etc.
- 37 Appeals from Appeal Tribunal.

PART III

SUPPLEMENTARY

Crown employment and Parliamentary staff

- 38 Crown employment.
- 39 Parliamentary staff.

General

- 40 Power to amend Act.
- 41 Orders, regulations and rules.
- 42 Interpretation.

Final provisions

- 43 Consequential amendments.
- 44 Transitionals, savings and transitory provisions.
- 45 Repeals and revocations.
- 46 Commencement.
- 47 Extent.
- 48 Short title.

SCHEDULES

SCHEDULE 1 — Consequential amendments

The Transport Act 1968 (c.73)

1 Section 135(4)(b) of the Transport Act 1968 shall continue to...

The Transport Holding Company Act 1972 (c.14)

2 Section 2 of the Transport Holding Company Act 1972 shall...

The Sex Discrimination Act 1975 (c.65)

3 In section 75(5)(c) of the Sex Discrimination Act 1975, for...

The Race Relations Act 1976 (c.74)

4 (1) The Race Relations Act 1976 is amended as follows....

The Aircraft and Shipbuilding Industries Act 1977 (c.3)

5 In the Aircraft and Shipbuilding Industries Act 1977—

The Judicial Pensions Act 1981 (c.20)

6 In section 12(1) of the Judicial Pensions Act 1981, for...

Status: Point in time view as at 23/08/1996.

The Social Security Administration Act 1992 (c.5)

7 In section 58(4) of the Social Security Administration Act 1992,...

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

8 In section 288 of the Trade Union and Labour Relations...

The Tribunals and Inquiries Act 1992 (c.53)

9 (1) The Tribunals and Inquiries Act 1992 is amended as...

The Judicial Pensions and Retirement Act 1993 (c.8)

10 (1) The Judicial Pensions and Retirement Act 1993 is amended...

The Pension Schemes Act 1993 (c.48)

11 In section 181(1) of the Pension Schemes Act 1993, in...

The Disability Discrimination Act 1995 (c.50)

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

SCHEDULE 2 — Transitional provisions, savings and transitory provisions Part I — TRANSITIONAL PROVISIONS AND SAVINGS

- 1 The substitution of this Act for the provisions repealed or...
- 2 Anything done, or having effect as done, (including the making...
- 3 Any reference (express or implied) in this Act or any...
- 4 (1) Any reference (express or implied) in any enactment, or...
- 5 Paragraphs 1 to 4 have effect in place of section...
- 6 The repeal by this Act of section 130 of, and... Part II — TRANSITORY PROVISIONS

Disability discrimination

7 (1) If section 62 of the Disability Discrimination Act 1995...

Jobseeker's allowance

8 (1) If paragraph 2 of Schedule 2 to the Jobseekers...

Armed forces

- 9 (1) If section 31 of the Trade Union Reform and...
- 10 (1) If Part XI of the Reserve Forces Act 1996...

SCHEDULE 3 — Repeals and revocations Part I — REPEALS Part I — REVOCATIONS

Part II — REVOCATIONS

TABLE OF DERIVATIONS

1 Notes:

iv

2 The following abbreviations are used in the Table— EP(C)A = ...

Status:

Point in time view as at 23/08/1996.

Changes to legislation:

Employment Tribunals Act 1996 is up to date with all changes known to be in force on or before 21 June 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.