

*Status: Point in time view as at 29/11/1999.*

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## SCHEDULES

### SCHEDULE 1

Section 43.

#### CONSEQUENTIAL AMENDMENTS

##### *The Transport Act 1968 (c.73)*

- 1 Section 135(4)(b) of the Transport Act 1968 shall continue to have effect with the substitution (originally made by paragraph 6 of Schedule 16 to the Employment Protection (Consolidation) Act 1978) of “ an [<sup>F1</sup>employment tribunal] ” for the words from “a tribunal” to the end.

#### Textual Amendments

- F1** Words in Sch. 1 para. 1 substituted (1.8.1998) by 1998 c. 8, s. 1(2)(a) (with s. 16(2)); S.I. 1998/1658, art. 2(1), Sch. 1

##### *The Transport Holding Company Act 1972 (c.14)*

- 2 Section 2 of the Transport Holding Company Act 1972 shall continue to have effect with the substitution (originally made by paragraph 13 of Schedule 16 to the Employment Protection (Consolidation) Act 1978) of “ an [<sup>F2</sup>employment tribunal] ” for—
- (a) in subsection (3)(c), the words from “a tribunal” to the end, and
  - (b) in subsection (7), “a tribunal established under section 12 of the Industrial Training Act 1964”.

#### Textual Amendments

- F2** Words in Sch. 1 para. 2 substituted (1.8.1998) by 1998 c. 8, s. 1(2)(a) (with s. 16(2)); S.I. 1998/1658, art. 2(1), Sch. 1

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

- 3 In section 75(5)(c) of the Sex Discrimination Act 1975, for “regulations made under paragraph 1 of Schedule 9 to the Employment Protection (Consolidation) Act 1978” substitute “ [<sup>F3</sup>employment tribunal] procedure regulations under Part I of [<sup>F3</sup>the Employment Tribunals Act 1996] ”.

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**Textual Amendments**

- F3** Words in [Sch. 1 para. 3](#) substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)\(a\)\(c\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2\(1\)](#), [Sch. 1](#)

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

- 4 (1) The Race Relations Act 1976 is amended as follows.
- (2) In section 56(6), for “paragraph 6A of Schedule 9 to the Employment Protection (Consolidation) Act 1978” substitute “ section 14 of [<sup>F4</sup>the Employment Tribunals Act 1996] ”.
- (3) In section 66(7)(c), for “regulations made under paragraph 1 of Schedule 9 to the Employment Protection (Consolidation) Act 1978” substitute “ [<sup>F4</sup>employment tribunals] procedure regulations under Part I of [<sup>F4</sup>the Employment Tribunals Act 1996] ”.

**Textual Amendments**

- F4** Words in [Sch. 1 para. 4](#) substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)\(b\)\(c\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2\(1\)](#), [Sch. 1](#)

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

- 5 In the Aircraft and Shipbuilding Industries Act 1977—
- (a) section 49(10), and
- (b) section 50(3)(b),
- shall continue to have effect with the substitution (originally made by paragraph 28 of Schedule 16 to the Employment Protection (Consolidation) Act 1978) of “ an [<sup>F5</sup>employment tribunal] or, as the case may require, a tribunal established under ” for “a tribunal established under section 12 of the Industrial Training Act 1964 or, as the case may require”.

**Textual Amendments**

- F5** Words in [Sch. 1 para. 5](#) substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)\(a\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2\(1\)](#), [Sch. 1](#)

*The Judicial Pensions Act 1981 (c.20)*

- 6 In section 12(1) of the Judicial Pensions Act 1981, for “section 128 of the Employment Protection (Consolidation) Act 1978” substitute “ section 1(1) of [<sup>F6</sup>the Employment Tribunals Act 1996] ”.

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#### Textual Amendments

- F6** Words in [Sch. 1 para. 6](#) substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)\(c\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2\(1\)](#), [Sch. 1](#)

#### *The Social Security Administration Act 1992 (c.5)*

- [<sup>F7</sup> In section 58(4) of the Social Security Administration Act 1992, for “section 132 of the Employment Protection (Consolidation) Act 1978” substitute “ section 16 of [<sup>F8</sup>the Employment Tribunals Act 1996] ”.]

#### Textual Amendments

- F7** [Sch. 1 para. 7](#) repealed (29.11.1999) by [1998 c. 14, s. 86\(2\)](#), [Sch. 8](#); [S.I. 1999/3178, art. 2](#) and subject to transitional provisions in [Schs. 21-23](#)
- F8** Words in [Sch. 1 para. 7](#) substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)\(c\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2\(1\)](#), [Sch. 1](#)

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

- 8 In section 288 of the Trade Union and Labour Relations (Consolidation) Act 1992—
- (a) in subsection (2), for paragraphs (a) and (b) substitute “ section 18 of [<sup>F9</sup>the Employment Tribunals Act 1996] (conciliation) ”, and
  - (b) in subsection (2A), for “section 290” substitute “ subsection (1)(b) of that section ”.

#### Textual Amendments

- F9** Words in [Sch. 1 para. 8\(a\)](#) substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)\(c\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2\(1\)](#), [Sch. 1](#)

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

- 9 (1) The Tribunals and Inquiries Act 1992 is amended as follows.
- (2) In section 11(2), for “section 136(1) of the Employment Protection (Consolidation) Act 1978” substitute “ section 21(1) of [<sup>F10</sup>the Employment Tribunals Act 1996] ”.
- (3) In Schedule 1—
- (a) in Part I, in paragraph 16, and
  - (b) in Part II, in paragraph 51,
- for “section 128 of the Employment Protection (Consolidation) Act 1978 (c. 44)” substitute “ section 1(1) of [<sup>F10</sup>the Employment Tribunals Act 1996] (c. 17) ”.

#### Textual Amendments

- F10** Words in [Sch. 1 para. 9\(2\)\(3\)](#) substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)\(c\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2\(1\)](#), [Sch. 1](#)

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

- 10 (1) The Judicial Pensions and Retirement Act 1993 is amended as follows.
- (2) In Schedule 1, in Part II, in the entry relating to the office of chairman of [F11employment tribunals], for “section 128 of the Employment Protection (Consolidation) Act 1978” substitute “ section 1(1) of [F11the Employment Tribunals Act 1996] ”.
- (3) In Schedule 5—
- (a) in the entry relating to the office of chairman of [F11employment tribunals], for “section 128 of the Employment Protection (Consolidation) Act 1978” substitute “ section 1(1) of [F11the Employment Tribunals Act 1996] ”, and
- (b) in the entry relating to the office of member of the Employment Appeal Tribunal, for “section 135(2)(c) of the Employment Protection (Consolidation) Act 1978” substitute “ section 22(1)(c) of [F11the Employment Tribunals Act 1996] ”.
- (4) In paragraph 5 of Schedule 7—
- (a) in sub-paragraphs (2)(g) and (5)(vii), for “section 128 of the Employment Protection (Consolidation) Act 1978” substitute “ section 1(1) of [F11the Employment Tribunals Act 1996] ”, and
- (b) in sub-paragraph (7), for “section 135(2)(c) of the Employment Protection (Consolidation) Act 1978” substitute “ section 22(1)(c) of [F11the Employment Tribunals Act 1996] ”.

**Textual Amendments**

**F11** Words in [Sch. 1 para. 10](#) substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)\(b\)\(c\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2\(1\)](#), [Sch. 1](#)

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

- 11 In section 181(1) of the Pension Schemes Act 1993, in the definition of “ [F12employment tribunal]”, for “section 128 of the Employment Protection (Consolidation) Act 1978” substitute “ section 1(1) of [F12the Employment Tribunals Act 1996] ”.

**Textual Amendments**

**F12** Words in [Sch. 1 para. 11](#) substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)\(b\)\(c\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2\(1\)](#), [Sch. 1](#)

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

- 12 (1) The Disability Discrimination Act 1995 is amended as follows.
- (2) In section 8(7), for “paragraph 6A of Schedule 9 to the Employment Protection (Consolidation) Act 1978” substitute “ section 14 of [F13the Employment Tribunals Act 1996] ”.

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(3) In section 9(2)(a), for “paragraph 1 of Schedule 3” substitute “ section 18 of [<sup>F13</sup>the Employment Tribunals Act 1996] ”.

#### Textual Amendments

**F13** Words in Sch. 1 para. 12(2)(3) substituted (1.8.1998) by 1998 c. 8, s. 1(2)(c) (with s. 16(2)); S.I. 1998/1658, art. 2(1), Sch. 1

## SCHEDULE 2

Section 44.

### TRANSITIONAL PROVISIONS, SAVINGS AND TRANSITORY PROVISIONS

#### PART I

##### TRANSITIONAL PROVISIONS 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 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.
- 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.

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- 6 The repeal by this Act of section 130 of, and Schedule 10 to, the <sup>M2</sup>Employment Protection (Consolidation) Act 1978 (jurisdiction of referees under specified provisions to be exercised by [<sup>F14</sup>employment tribunals]) does not affect—
- (a) the operation of those provisions in relation to any question which may arise after the commencement of this Act, or
  - (b) the continued operation of those provisions after the commencement of this Act in relation to any question which has arisen before that commencement.

#### Textual Amendments

**F14** Words in [Sch. 2 para. 6](#) substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)\(b\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2\(1\)](#), [Sch. 1](#)

#### Marginal Citations

**M2** [1978 c. 44.](#)

## PART II

### TRANSITORY PROVISIONS

#### *Disability discrimination*

- 7 (1) If section 62 of the <sup>M3</sup>Disability Discrimination Act 1995 has not come into force before the commencement of this Act, this Act shall have effect with the omission of section 12 until the relevant commencement date.
- (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 62 of the Disability Discrimination Act 1995 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.
- (3) If paragraph 1 of Schedule 3 to the Disability Discrimination Act 1995 has not come into force before the commencement of this Act, this Act shall have effect with the omission of section 18(1)(c) until the relevant commencement date.
- (4) The reference in sub-paragraph (3) 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 paragraph 1 of Schedule 3 to the Disability Discrimination Act 1995 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.
- (5) If paragraph 2 of Schedule 6 to the Disability Discrimination Act 1995 has not come into force before the commencement of this Act, this Act shall have effect with the omission of section 21(1)(e) until the relevant commencement date.
- (6) The reference in sub-paragraph (5) to the relevant commencement date is a reference—

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- (a) if an order has been made before the commencement of this Act appointing a day after that commencement as the day on which paragraph 2 of Schedule 6 to the Disability Discrimination Act 1995 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.
- (7) If section 63 of the Disability Discrimination Act 1995 has not come into force before the commencement of this Act, this Act shall have effect with the omission of section 32 until the relevant commencement date.
- (8) The reference in sub-paragraph (7) 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 63 of the Disability Discrimination Act 1995 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.

#### Subordinate Legislation Made

**P1** Sch. 2 Pt. II para. 7(1)(2)(7)(8) power partly exercised (17.12.1996): 18.12.1996 appointed as day from which Act has effect with the inclusion of specified provisions

#### Marginal Citations

**M3** 1995 c. 50.

#### *Jobseeker's allowance*

- 8 (1) If paragraph 2 of Schedule 2 to the <sup>M4</sup> Jobseekers Act 1995 has not come into force before the commencement of this Act, this Act shall have effect until the relevant commencement date as if a reference to unemployment benefit were substituted for—
- (a) each of the references to jobseeker's allowance in subsections (3) and (4) of section 16,
  - (b) the second reference to jobseeker's allowance in subsection (5) of that section,
  - (c) the first reference to jobseeker's allowance in subsection (1) of section 17, and
  - (d) the reference to jobseeker's allowance in subsection (2) of that section.
- (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 paragraph 2 of Schedule 2 to the <sup>M5</sup> Jobseekers Act 1995 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

**M4** 1995 c. 18.

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**M5** 1995 c. 18.

*Armed forces*

- 9 (1) If section 31 of the <sup>M6</sup>Trade Union Reform and Employment Rights Act 1993 has not come into force before the commencement of this Act, section 38 shall have effect until the relevant commencement date as if for subsection (4) there were substituted—
- “(4) Subsection (1)—
- (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>M7</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 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**

**M6** 1993 c. 19.  
**M7** 1996 c. 14.

- 10 (1) If Part XI of the Reserve Forces Act 1996 has not come into force before the commencement of this Act, section 38 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>M8</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**

**M8** 1980 c. 9.



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## SCHEDULE 3

Section 45.

### REPEALS AND REVOCATIONS

#### PART I

#### REPEALS

| Chapter     | Short title                                         | Extent of repeal                                                                                                                                                                                                                     |
|-------------|-----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1963 c. 2.  | The Betting, Gaming and Lotteries Act 1963.         | In Schedule 5A, paragraph 21.                                                                                                                                                                                                        |
| 1975 c. 65. | The Sex Discrimination Act 1975.                    | Section 64.                                                                                                                                                                                                                          |
| 1976 c. 74. | The Race Relations Act 1976.                        | Section 55.                                                                                                                                                                                                                          |
| 1978 c. 44. | The Employment Protection (Consolidation) Act 1978. | Section 128.<br><br>Sections 130 to 136A.<br>Section 138(7)(e).<br>Section 139(1)(d).<br>Section 139A(3)(a).<br>Schedules 9 to 11.<br>In Schedule 15, paragraph 18.<br>In Schedule 16, paragraphs 3, 6, 13, 16, 20(2), 25(3) and 28. |
| 1980 c. 30. | The Social Security Act 1980.                       | In Schedule 4, paragraph 13.                                                                                                                                                                                                         |
| 1980 c. 42. | The Employment Act 1980.                            | In Schedule 1, paragraphs 16 to 18 and 26 to 29.                                                                                                                                                                                     |
| 1981 c. 49. | The Contempt of Court Act 1981.                     | Section 16(6).                                                                                                                                                                                                                       |
| 1981 c. 54. | The Supreme Court Act 1981.                         | In Schedule 5, the entry relating to the Employment Protection (Consolidation) Act 1978.                                                                                                                                             |
| 1982 c. 46. | The Employment Act 1982.                            | In Schedule 3, in Part I, paragraphs 7 to 9.                                                                                                                                                                                         |
| 1986 c. 48. | The Wages Act 1986.                                 | In Schedule 4, paragraphs 9 and 10.                                                                                                                                                                                                  |
| 1986 c. 50. | The Social Security Act 1986.                       | In Schedule 10, in Part II, paragraph 50.                                                                                                                                                                                            |
| 1989 c. 38. | The Employment Act 1989.                            | Section 20. In Schedule 6, paragraph 26.                                                                                                                                                                                             |

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|             |                                                                |                                                                                                                                 |
|-------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| 1992 c. 6.  | The Social Security (Consequential Provisions) Act 1992.       | In Schedule 2, paragraph 50.                                                                                                    |
| 1992 c. 52. | The Trade Union and Labour Relations (Consolidation) Act 1992. | Section 290. Section 291(2) and (3). In Schedule 2, paragraphs 19, 20, 24(1) and (2) and 25.                                    |
| 1993 c. 8.  | The Judicial Pensions and Retirement Act 1993.                 | In Schedule 6, paragraph 30.                                                                                                    |
| 1993 c. 19. | The Trade Union Reform and Employment Rights Act 1993.         | Sections 36 to 38. Sections 40 to 42. In Schedule 7, paragraphs 6 and 7. In Schedule 8, paragraphs 19, 20, 28 to 30, 86 and 87. |
| 1993 c. 48. | The Pension Schemes Act 1993.                                  | In Schedule 8, paragraph 11(2).                                                                                                 |
| 1994 c. 20. | The Sunday Trading Act 1994.                                   | In Schedule 4, paragraph 21.                                                                                                    |
| 1995 c. 18. | The Jobseekers Act 1995.                                       | In Schedule 2, paragraph 2.                                                                                                     |
| 1995 c. 26. | The Pensions Act 1995.                                         | In Schedule 3, paragraphs 8 and 9.                                                                                              |
| 1995 c. 50. | The Disability Discrimination Act 1995.                        | Section 62.<br><br>Section 63.<br><br>In Schedule 3, paragraph 1.<br><br>In Schedule 6, paragraph 2.                            |

## PART II

### REVOCATIONS

| Number          | Title                                                                                                             | Extent of revocation                                                                                                       |
|-----------------|-------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| S.I. 1983/1794. | The Equal Pay (Amendment) Regulations 1983.                                                                       | Regulation 3(3) and (4).                                                                                                   |
| S.I. 1995/2587. | The Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 1995. | Regulation 12(3).<br><br>Regulation 13(3).<br><br>In Regulation 14(4), the words “, and paragraph 2(2) of Schedule 9 to,”. |

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### 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—

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|          |                                                                       |
|----------|-----------------------------------------------------------------------|
| EP(C)A   | = Employment Protection<br>(Consolidation) Act 1978 (c.44)            |
| TULR(C)A | = Trade Union and Labour Relations<br>(Consolidation) Act 1992 (c.52) |
| TURERA   | = Trade Union Reform and<br>Employment Rights Act 1993 (c.19)         |

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| <b>Provision</b> | <b>Derivation</b>                                                                                                                                     |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1(1)             | EP(C)A s.128(1).                                                                                                                                      |
| (2)              |                                                                                                                                                       |
| 2                | EP(C)A s.128(1).                                                                                                                                      |
| 3(1)             | EP(C)A s.131(1); TURERA s.38(a).                                                                                                                      |
| (2)              | EP(C)A s.131(2).                                                                                                                                      |
| (3)              | EP(C)A s.131(3); TURERA s.38(b).                                                                                                                      |
| (4)              | EP(C)A s.131(6).                                                                                                                                      |
| (5)              | EP(C)A s.131(7); TURERA s.38(e).                                                                                                                      |
| (6)              | EP(C)A s.131(7).                                                                                                                                      |
| 4(1), (2)        | EP(C)A s.128(2A), (2B); TURERA<br>s.36(2).                                                                                                            |
| (3)              | EP(C)A s.128(2C); TURERA s.36(2);<br>Pension Schemes Act 1993 (c.48) Sch.8<br>para.11(2).                                                             |
| (4)              | EP(C)A s.128(2D); TURERA s.36(2).                                                                                                                     |
| (5)              | EP(C)A s.128(2F); TURERA s.36(2).                                                                                                                     |
| (6), (7)         | EP(C)A s.128(5), (6); TURERA<br>s.36(3).                                                                                                              |
| 5(1)             | EP(C)A Sch.9 para.9; Transfer of<br>Functions (Minister for the Civil<br>Service and Treasury) Order 1981 (S.I.<br>1981/1670).                        |
| (2)              | EP(C)A Sch.9 para.10; Transfer of<br>Functions (Minister for the Civil<br>Service and Treasury) Order 1981 (S.I.<br>1981/1670); Equal Pay (Amendment) |

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- Regulations 1983 (S.I. 1983/1794)  
Reg.3(4).
- (3) EP(C)A Sch.9 para.10; Transfer of Functions (Minister for the Civil Service and Treasury) Order 1981 (S.I. 1981/1670).
- 6(1) EP(C)A Sch.9 para.6.
- (2) EP(C)A Sch.9 para.4.
- 7(1) EP(C)A Sch.9 para.1(1).
- (2) EP(C)A s.128(4); Employment Act 1980 (c.42) Sch.1 para.16.
- (3) EP(C)A Sch.9 para.1(2)(a) to (ga), (j); Employment Act 1980 (c.42) Sch.1 para.26; Equal Pay (Amendment) Regulations 1983 (S.I. 1983/1794) Reg.3(3); Employment Act 1989 (c.38) Sch.6 para.26.
- (4) EP(C)A Sch.9 para.1(7); Criminal Justice Act 1982 (c.48) ss.38, 46; Equal Pay (Amendment) Regulations 1983 (S.I. 1983/1794) Reg.3(3); Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1.
- (5) EP(C)A Sch.9 para.1(6); TURERA s.40(3).
- (6) EP(C)A Sch.9 para.5.
- 8(1) EP(C)A s.131(4).
- (2) EP(C)A s.131(4A); TURERA s.38(c).
- (3) EP(C)A s.131(5).
- (4) EP(C)A s.131(5A); TURERA s.38(d).
- 9(1) EP(C)A Sch.9 para.1A(1); Employment Act 1989 (c.38) s.20; TURERA Sch.8 para.28(b).
- (2), (3) EP(C)A Sch.9 para.1A(2), (3); Employment Act 1989 (c.38) s.20.
- (4) EP(C)A Sch.9 para.1B; TURERA Sch.8 para.28(c).
- 10(1) EP(C)A Sch.9 para.1(4A); TURERA Sch.7 para.6(a).
- (2) EP(C)A Sch.9 para.1(5); TULR(C)A Sch.3 para.1(4).
- (3) EP(C)A ss.138(7)(e), 139(1)(d), 139A(3)(a); TURERA Sch.7 para.11.

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| (4)        | EP(C)A Sch.9 para.2(1); TULR(C)A Sch.2 para.24(1), (2).                                                                                                                                                                           |
| (5)        | EP(C)A Sch.9 para.2(2); TURERA Sch.7 para.6(b); Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations (S.I. 1995/2587) Reg.14(4).                                               |
| (6)        | EP(C)A ss.138(7)(c), 139(1)(c).                                                                                                                                                                                                   |
| 11(1)      | EP(C)A Sch.9 para.1(5A); TURERA s.40(2).                                                                                                                                                                                          |
| (2) to (5) | EP(C)A Sch.9 para.1(8) to (11); TURERA s.40(4).                                                                                                                                                                                   |
| (6)        | EP(C)A Sch.9 para.1(5A), (8); TURERA s.40(2), (4); Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) s.2(4).                                                                                               |
| 12         | Disability Discrimination Act 1995 (c.50) s.62.                                                                                                                                                                                   |
| 13(1)      | EP(C)A Sch.9 para.1(2)(h), (i).                                                                                                                                                                                                   |
| (2)        | EP(C)A Sch.9 para.1(4); TURERA Sch.8 para.28(a).                                                                                                                                                                                  |
| 14         | EP(C)A Sch.9 para.6A; Employment Act 1982 (c.46) Sch.3 Pt.I para.7.                                                                                                                                                               |
| 15(1)      | EP(C)A Sch.9 para.7(1).                                                                                                                                                                                                           |
| (2)        | EP(C)A Sch.9 para.7(2); Employment Act 1980 (c.42) Sch.1 para.27.                                                                                                                                                                 |
| (3)        | EP(C)A Sch.9 para.7(3).                                                                                                                                                                                                           |
| 16(1)      | Betting, Gaming and Lotteries Act 1963 (c.2) Sch.5A para.16; EP(C)A s.132(1); TULR(C)A Sch.2 para.19; TURERA Sch.8 para.19; Sunday Trading Act 1994 (c.20) Sch.4 para.16; Deregulation and Contracting Out Act 1994 (c.40) Sch.8. |
| (2)        | EP(C)A s.132(2).                                                                                                                                                                                                                  |
| (3)        | EP(C)A s.132(2); Social Security Act 1986 (c.50) Sch.10 Pt.II para.50(a); Jobseekers Act 1995 (c.18) Sch.2 para.2(2).                                                                                                             |
| (4)        | EP(C)A s.132(3)(a); Social Security Act 1986 (c.50) Sch.10 Pt.II para.50(b) (i); Jobseekers Act 1995 (c.18) Sch.2 para.2(2).                                                                                                      |

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- (5) EP(C)A s.132(3)(b) to (f); Social Security Act 1980 (c.30) Sch.4 para.13; Health and Social Services and Social Security Adjudications Act 1983 (c.41) Sch.8 Pt.I para.1; Social Security Act 1986 (c.50) Sch.10 Pt.II para.50(b); Jobseekers Act 1995 (c.18) Sch.2 para.2(2), (3).
- (6) EP(C)A s.132(3)(g).
- 17(1) EP(C)A s.132(4); Social Security Act 1986 (c.50) Sch.10 Pt.II para.50(c); Social Security (Consequential Provisions) Act 1992 (c.6) Sch.2 para.50(1); Jobseekers Act 1995 (c.18) Sch.2 para.2(2), (4).
- (2) EP(C)A s.132(5); Jobseekers Act 1995 (c.18) Sch.2 para.2(2).
- (3) EP(C)A s.132(6).
- (4) EP(C)A s.132(6); Jobseekers Act 1995 (c.18) Sch.2 para.2(5).
- 18(1) Betting, Gaming and Lotteries Act 1963 (c.2) Sch.5A para.21; Sex Discrimination Act 1975 (c.65) s.64(1); Race Relations Act 1976 (c.74) s.55(1); EP(C)A ss.133(1), 134(1); Employment Act 1980 (c.42) Sch.1 para.17; Wages Act 1986 (c.48) Sch.4 para.9; TULR(C)A s.290; TURERA Sch.8 paras.20, 86; Sunday Trading Act 1994 (c.20) Sch.4 para.21; Deregulation and Contracting Out Act 1994 (c.40) Sch.8; Pensions Act 1995 (c.26) Sch.3 para.8; Disability Discrimination Act 1995 (c.50) Sch.3 para.1; Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations (S.I. 1995/2587) Regs.12(3), 13(3).
- (2) Sex Discrimination Act 1975 (c.65) s.64(1); Race Relations Act 1976 (c.74) s.55(1); EP(C)A ss.133(2), (4), 134(1); Disability Discrimination Act 1995 (c.50) Sch.3 para.1(1).
- (3) Sex Discrimination Act 1975 (c.65) s.64(2); Race Relations Act 1976 (c.74) s.55(2); EP(C)A ss.133(3), (4), 134(3); Employment Act 1980 (c.42) Sch.1

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- para.18; Disability Discrimination Act 1995 (c.50) Sch.3 para.1(2).
- (4) EP(C)A s.134(2).
- (5) EP(C)A s.134(3); Employment Act 1980 (c.42) Sch.1 para.18.
- (6) Sex Discrimination Act 1975 (c.65) s.64(3); Race Relations Act 1976 (c.74) s.55(3); EP(C)A ss.133(5), 134(4); Disability Discrimination Act 1995 (c.50) Sch.3 para.1(3).
- (7) Sex Discrimination Act 1975 (c.65) s.64(4); Race Relations Act 1976 (c.74) s.55(4); EP(C)A ss.133(6), 134(5); Disability Discrimination Act 1995 (c.50) Sch.3 para.1(4).
- (8) EP(C)A s.133(7).
- 19 EP(C)A Sch.9 para.1(3).
- 20(1) EP(C)A s.135(1).
- (2) EP(C)A Sch.11 paras.13, 14.
- (3) EP(C)A Sch.11 para.12.
- 21(1) Betting, Gaming and Lotteries Act 1963 (c.2) Sch.5A para.16; EP(C)A s.136(1); Wages Act 1986 (c.48) Sch.4 para.10; TULR(C)A s.291(2); Sunday Trading Act 1994 (c.20) Sch.4 para.16; Deregulation and Contracting Out Act 1994 (c.40) Sch.8; Pensions Act 1995 (c.26) Sch.3 para.9; Disability Discrimination Act 1995 (c.50) Sch.6 para.2.
- (2) EP(C)A s.136(5); TULR(C)A s.291(3).
- (3)
- 22(1) EP(C)A s.135(2).
- (2) EP(C)A s.135(3); TULR(C)A Sch.2 para.20.
- (3), (4) EP(C)A s.135(4), (5).
- 23(1) EP(C)A Sch.11 para.4.
- (2) EP(C)A Sch.11 paras.5, 6.
- (3) EP(C)A Sch.11 para.7.
- (4) EP(C)A Sch.11 para.9.
- (5) EP(C)A Sch.11 para.11.
- 24(1) EP(C)A Sch.11 para.8(1).

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| (2)          | EP(C)A Sch.11 para.8(2); Supreme Court Act 1981 (c.54) Sch.5, entry relating to EP(C)A.                                                                                                                                 |
| (3)          | EP(C)A Sch.11 para.10.                                                                                                                                                                                                  |
| 25(1)        | EP(C)A Sch.11 para.1.                                                                                                                                                                                                   |
| (2), (3)     | EP(C)A Sch.11 para.2; Judicial Pensions and Retirement Act 1993 (c.8) Sch.6 para.30.                                                                                                                                    |
| (4)          | EP(C)A Sch.11 para.3.                                                                                                                                                                                                   |
| 26           | EP(C)A Sch.11 para.24; Transfer of Functions (Treasury and Minister for the Civil Service) Order 1995 (S.I. 1995/269).                                                                                                  |
| 27(1)        | EP(C)A Sch.11 para.25; 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). |
| (2) to (4)   | EP(C)A Sch.11 paras.26 to 28; Transfer of Functions (Minister for the Civil Service and Treasury) Order 1981 (S.I. 1981/1670).                                                                                          |
| 28(1)        | EP(C)A Sch.11 para.15.                                                                                                                                                                                                  |
| (2) to (5)   | EP(C)A Sch.11 para.16; TURERA s.37.                                                                                                                                                                                     |
| 29(1)        | EP(C)A Sch.11 para.20.                                                                                                                                                                                                  |
| (2)          | EP(C)A Sch.11 para.22(1).                                                                                                                                                                                               |
| 30(1)        | EP(C)A Sch.11 para.17(1).                                                                                                                                                                                               |
| (2)          | EP(C)A Sch.11 para.18; Employment Act 1980 (c.42) Sch.1 para.28; Employment Act 1982 (c.46) Sch.3 Pt.I para.8(1); TULR(C)A Sch.2 para.25(a); TURERA Sch.7 para.7, Sch.8 paras.29, 30.                                   |
| (3)          | EP(C)A Sch.11 para.17(2).                                                                                                                                                                                               |
| 31(1) to (6) | EP(C)A Sch.11 para.18A(1) to (6); TURERA s.41.                                                                                                                                                                          |
| (7)          | EP(C)A Sch.11 para.18A(7); TURERA s.41.                                                                                                                                                                                 |
| (8)          | EP(C)A Sch.11 para.18A(7); TURERA s.41; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) s.2(4).                                                                                                |



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| 32(1), (2)   | Disability Discrimination Act 1995 (c.50) s.63(1), (2).                                                   |
| (3) to (6)   | Disability Discrimination Act 1995 (c.50) ss.62(3) to (6), 63(3).                                         |
| (7)          | Disability Discrimination Act 1995 (c.50) s.63(4), (5).                                                   |
| (8)          | Disability Discrimination Act 1995 (c.50) ss.62(7), 63(6).                                                |
| 33(1) to (4) | EP(C)A s.136A(1) to (4); TURERA s.42.                                                                     |
| (5)          | EP(C)A s.136A(6); TURERA s.42.                                                                            |
| 34           | EP(C)A Sch.11 para.19.                                                                                    |
| 35           | EP(C)A Sch.11 para.21.                                                                                    |
| 36(1)        | EP(C)A Sch.11 para.21A(1);<br>Employment Act 1980 (c.42) Sch.1<br>para.29; TULR(C)A Sch.2 para.25(b).     |
| (2)          | EP(C)A Sch.11 para.21A(2);<br>Employment Act 1980 (c.42) Sch.1<br>para.29.                                |
| (3)          | EP(C)A Sch.11 para.21A(3);<br>Employment Act 1982 (c.46) Sch.3 Pt.I<br>para.9; TULR(C)A Sch.2 para.25(b). |
| (4)          | EP(C)A Sch.11 para.22(2).                                                                                 |
| (5)          | EP(C)A Sch.11 para.23(2).                                                                                 |
| 37(1), (2)   | EP(C)A s.136(4).                                                                                          |
| (3)          | EP(C)A s.136A(5); TURERA s.42.                                                                            |
| (4)          | EP(C)A s.136(4).                                                                                          |
| 38(1), (2)   | EP(C)A s.138(1), (2).                                                                                     |
| (3)          | EP(C)A s.138(7)(a), (b).                                                                                  |
| (4)          | EP(C)A ss.138(3), 138A(2)(b);<br>TURERA s.31; Reserve Forces Act<br>1996 (c.14) Sch.10 para.17.           |
| 39(1)        | EP(C)A ss.139(1), 139A(1); TURERA<br>Sch.7 para.11.                                                       |
| (2)          | EP(C)A ss.139(2), 139A(2); TURERA<br>Sch.7 para.11.                                                       |
| (3)          | EP(C)A s.139(1)(a), (b).                                                                                  |
| (4)          | EP(C)A s.139A(5); TURERA Sch.7<br>para.11.                                                                |
| (5)          | EP(C)A s.139(3) to (9).                                                                                   |

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| 40(1)                                            | EP(C)A s.149(1).                                                     |
| (2)                                              | EP(C)A s.149(2).                                                     |
| 41(1)                                            | EP(C)A ss.154(1).                                                    |
| (2)                                              | EP(C)A ss.128(2E), 131(8), 138A((6), 149(4); TURERA ss.31(2), 36(2). |
| (3), (4)                                         | EP(C)A s.154(2), (3).                                                |
| 42(1)                                            |                                                                      |
| “Appeal Tribunal”                                |                                                                      |
| “Appeal Tribunal procedure rules”                |                                                                      |
| “appointed member”                               |                                                                      |
| “conciliation officer”                           |                                                                      |
| “contract of employment”, “employee”, “employer” | EP(C)A s.153(1).                                                     |
| “employers’ association”                         | EP(C)A s.153(1); TULR(C)A Sch.2 para.21(2)(a).                       |
| “employment”, “employed”, “statutory provision”  | EP(C)A s.153(1).                                                     |
| “industrial tribunal procedure rules”            |                                                                      |
| “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).                       |
| (2)                                              | EP(C)A s.153(4A); TULR(C)A Sch.2 para.21(3).                         |
| (3)                                              | EP(C)A s.153(4).                                                     |
| 43                                               |                                                                      |
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| Sch. 1                                           |                                                                      |
| Sch. 2                                           |                                                                      |
| Sch. 3                                           |                                                                      |

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