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Employment Rights Act 1996

CHAPTER 18

EMPLOYMENT RIGHTS ACT 1996

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- 6 Reasonably accessible document or collective agreement.
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- 8 Itemised pay statement.
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Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 01 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)

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- 18 Limits on amount and time of deductions.
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- 29 Exclusions from right to guarantee payment.
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- 31 Limits on amount of and entitlement to guarantee payment.
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 - 46 Trustees of occupational pension schemes.
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L	ooking	for	work	and	making	arrangeme	nts for	training	
\boldsymbol{L}	JONINE .	,0,	WOIN	$\alpha n \alpha$	manning	arrangemen	iiis joi	u aunung	

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- 57 Complaints to employment tribunals.

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- 57ZA Right to time off for ante-natal care (agency workers)
- 57ZB Right to remuneration for time off under section 57ZA
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- 57ZE Right to time off to accompany to ante-natal appointment
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- 57ZG Right to time off to accompany to ante-natal appointment: agency workers
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- 57ZN Right to paid time off to attend adoption appointments: agency workers
- 57ZO Right to remuneration for time off under section 57ZN
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- 57ZQ Complaint to employment tribunal: agency workers
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- 57ZS Placement of looked after children with prospective adopters

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- 60 Complaints to employment tribunals.

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- 66 Meaning of suspension on maternity grounds.
- 67 Right to offer of alternative work.
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104 104A 104B 104C 104D 104E 104F 104G 105 106 107	Assertion of statutory right. The national minimum wage. Tax credits Flexible working Pension enrolment Study and training Blacklists Employee shareholder status Redundancy. Replacements. Pressure on employer to dismiss unfairly.
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Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 01 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)

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192	Armed forces. National security.
	Parliamentary staff
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207A	Extension of time limits because of mediation in certain cross-border disputes
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208 209	Review of limits. Powers to amend Act.

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- 241 Transitionals, savings and transitory provisions.
- 242 Repeals and revocations.
- 243 Commencement.
- 244 Extent.
- 245 Short title.

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SCHEDULE 1 — Consequential amendments 1 (1) Section 1 of the Equal Pay Act 1970 is...

The Atomic Energy Authority Act 1971 (c.11)

2 (1) Section 10 of the Atomic Energy Authority Act 1971...

The Attachment of Earnings Act 1971 (c.32)

3 Paragraph 3 of Part I of Schedule 3 to the...

The British Library Act 1972 (c.54)

4 In paragraph 13(3)(a) of the Schedule to the British Library...

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

5 In section 80(2A) of the Health and Safety at Work...

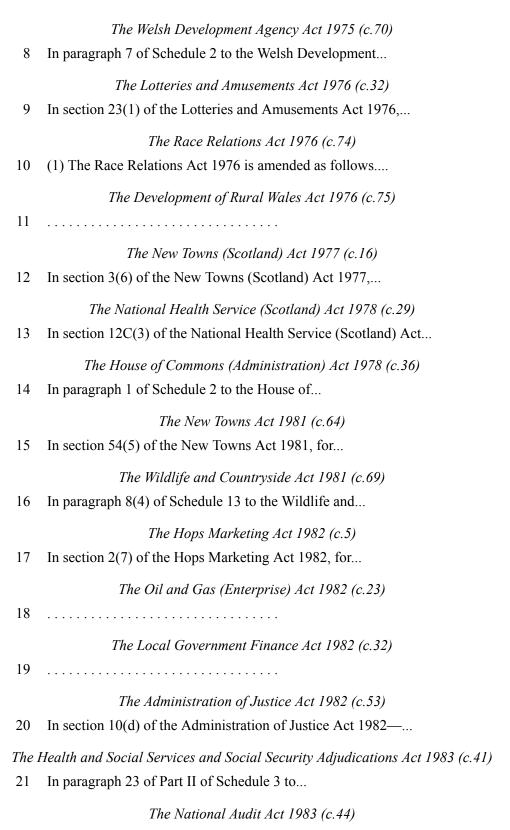
The Sex Discrimination Act 1975 (c.65)

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

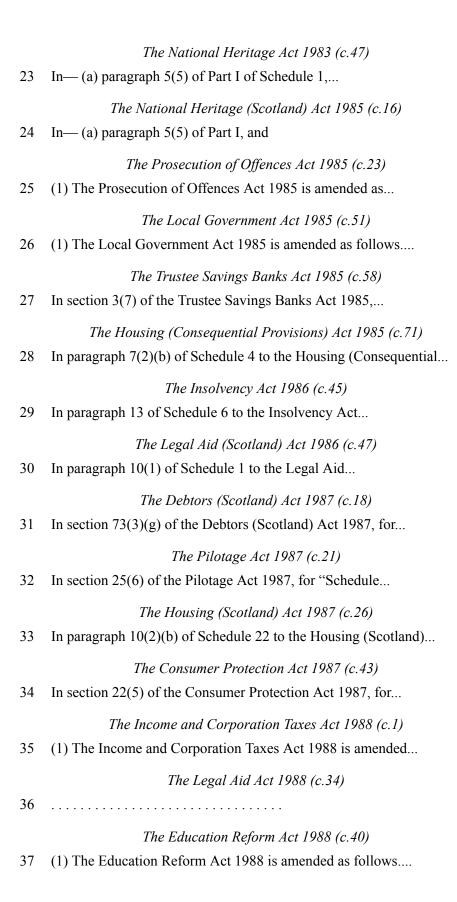
The Scottish Development Agency Act 1975 (c.69)

7 In paragraph 6 of Schedule 3 to the Scottish Development...

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The Local Government Finance Act 1988 (c.41) 38 In paragraph 6(4) of Schedule 11 to the Local Government... The Housing (Scotland) Act 1988 (c.43) 39 In paragraph 12(1) of Schedule 1 to the Housing (Scotland)... *The Health and Medicines Act 1988 (c.49)* 40 In section 18 of the Health and Medicines Act 1988,... *The Housing Act 1988 (c.50)* 41 The Dock Work Act 1989 (c.13) 42 In section 6(3) of the Dock Work Act 1989— The Electricity Act 1989 (c.29) 43 (1) The Electricity Act 1989 is amended as follows. The Local Government and Housing Act 1989 (c.42) 44 In section 10 of the Local Government and Housing Act... The National Health Service and Community Care Act 1990 (c.19) (1) The National Health Service and Community Care Act 1990... 45 *The Enterprise and New Towns (Scotland) Act 1990 (c.35)* In paragraph 17(1) of Schedule 1 to the Enterprise and... 46 The Environmental Protection Act 1990 (c.43) In paragraph 15 of Schedule 10 to the Environmental Protection... 47 The Natural Heritage (Scotland) Act 1991 (c.28) 48 In paragraph 4 of Schedule 4 to the Natural Heritage... The Coal Mining Subsidence Act 1991 (c.45) 49 In section 30(7) of the Coal Mining Subsidence Act 1991—... The Ports Act 1991 (c.52) 50 In section 24(8) of the Ports Act 1991, for the... The Social Security Contributions and Benefits Act 1992 (c.4) 51 (1) The Social Security Contributions and Benefits Act 1992 is... The Further and Higher Education Act 1992 (c.13) (1) The Further and Higher Education Act 1992 is amended... 52

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	The Timeshare Act 1992 (c.35)
53	In section 1 of the Timeshare Act 1992—
	The Further and Higher Education (Scotland) Act 1992 (c.37)
54	In section 33(3)(b) of the Further and Higher Education (Scotland)
	The Museums and Galleries Act 1992 (c.44)
55	In section 1(7) of the Museums and Galleries Act 1992,
56	The Trade Union and Labour Relations (Consolidation) Act 1992 (c.52) (1) The Trade Union and Labour Relations (Consolidation) Act 1992
	The Tribunals and Inquiries Act 1992 (c.53)
57	In section 11(2) of the Tribunals and Inquiries Act 1992,
	The Social Security Act 1993 (c.3)
58	In section 2(4)(b) of the Social Security Act 1993, for
	The Education Act 1993 (c.35)
59	
	The Railways Act 1993 (c.43)
60	(1) The Railways Act 1993 is amended as follows.
	The Pension Schemes Act 1993 (c.48)
61	(1) The Pension Schemes Act 1993 is amended as follows
	The Finance Act 1994 (c.9)
62	In paragraph 27 of Schedule 24 to the Finance Act
	The Local Government (Wales) Act 1994 (c.19)
63	(1) The Local Government (Wales) Act 1994 is amended as
	The Coal Industry Act 1994 (c.21)
64	In paragraph 4(11) of Schedule 5 to the Coal Industry
	The Criminal Justice and Public Order Act 1994 (c.33)
	T 10(0) 01 01 11 1 1 1 1 1 0 1

The Jobseekers Act 1995 (c.18)

(1) The Local Government etc. (Scotland) Act 1994 is amended...

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

In section 126(2) of the Criminal Justice and Public Order...

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

65

66

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The Environment Act 1995 (c.25)

68 In paragraph 3 of Schedule 2 to the Environment Act...

The Disability Discrimination Act 1995 (c.50)

- 69 (1) The Disability Discrimination Act 1995 is amended as follows....
 - SCHEDULE 2 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...
- 2 (1) Anything done, or having effect as done, (including the...
- 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...

Preservation of old transitionals and savings

6 (1) The repeal by this Act of an enactment previously...

Employment particulars

7 (1) In this paragraph "pre-TURERA employee" means an employee whose...

Monetary limits in old cases

8 In relation to any case in which (but for this...

Shop workers and betting workers to whom old maternity provisions applied

9 (1) This paragraph applies where an employee exercised a right...

Validity of provisions deriving from certain regulations

10 Any question as to the validity of any of sections...

Unfair dismissal

11 Part X does not apply to a dismissal from employment...

Redundancy payments

12 (1) Section 135 does not apply to an employee who...

Periods of employment

- 13 (1) The reference in section 215(2)(b) to a person being...
- 14 (1) Subject to paragraph 13 and sub-paragraphs (2) and (3)... Part II TRANSITORY PROVISIONS

Occupational pension scheme trustees

15 (1) If sections 42 to 46 of the Pensions Act...

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Armed forces

	· · · · · · · · · · · · · · · · · · ·
16 17	(1) If section 31 of the Trade Union Reform and(1) If Part XI of the Reserve Forces Act 1996
	Disability discrimination
18	
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	Part II — REVOCATIONS

TABLE OF DERIVATIONS

- 1 Notes:
- 2 The following abbreviations are used in the Table—BGLA =...

Status:

Point in time view as at 05/04/2015.

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