



# Employment Rights Act 1996

## 1996 CHAPTER 18

### PART XV

#### GENERAL AND SUPPLEMENTARY

##### *Final provisions*

**240 Consequential amendments.**

Schedule 1 (consequential amendments) shall have effect.

**241 Transitionals, savings and transitory provisions.**

Schedule 2 (transitional provisions, savings and transitory provisions) shall have effect.

**242 Repeals and revocations.**

The enactments specified in Part I of Schedule 3 are repealed, and the instruments specified in Part II of that Schedule are revoked, to the extent specified in the third column of that Schedule.

**243 Commencement.**

This Act shall come into force at the end of the period of three months beginning with the day on which it is passed.

**244 Extent.**

(1) Subject to the following provisions, this Act extends to England and Wales and Scotland but not to Northern Ireland.

(2) [<sup>F1</sup>Sections 36(2) and (4), 37(1) and (5), 38 and 39] extend to England and Wales only.

---

*Status: Point in time view as at 06/02/2018.*

*Changes to legislation: Employment Rights Act 1996, Cross Heading: Final provisions is up to date with all changes known to be in force on or before 10 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)*

---

- (3) Sections 201 and 238 (and sections 236 and 243, this section and section 245) extend to Northern Ireland (as well as to England and Wales and Scotland).
- (4) Sections 240 and 242 and Schedules 1 and 3 have the same extent as the provisions amended or repealed by this Act.

---

**Textual Amendments**

- F1** Words in s. 244(2) substituted (6.4.2004) by [Sunday Working \(Scotland\) Act 2003 \(c. 18\), s. 1\(5\)](#); S.I. 2004/958, [art. 2](#)

**245 Short title.**

This Act may be cited as the Employment Rights Act 1996.

**Status:**

Point in time view as at 06/02/2018.

**Changes to legislation:**

Employment Rights Act 1996, Cross Heading: Final provisions is up to date with all changes known to be in force on or before 10 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.