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SCHEDULES

SCHEDULE 3

Section 242.

REPEALS AND REVOCATIONS

PART I

REPEALS

Chapter	Short title	Extent of repeal
1963 c. 2.	The Betting, Gaming and Lotteries Act 1963.	Section 31A. In Schedule 5A, paragraphs 1 to 20 and 22.
1969 c. 48.	The Post Office Act 1969.	In Schedule 9, paragraph 33.
1971 c. 11.	The Atomic Energy Authority Act 1971.	Section 10(1).
1976 c. 74.	The Race Relations Act 1976.	In Schedule 2, in paragraph 11, in sub-paragraph (1), the words “and the following” and sub-paragraphs (2), (3) and (5) and paragraphs 12 and 13.
1978 c. 44.	The Employment Protection (Consolidation) Act 1978.	Sections 1 to 6. Sections 8 to 22C. Sections 29 to 47. Sections 49 to 57A. Sections 59 to 61. Sections 63 to 93. Section 96. Sections 98 to 102. Sections 106 to 108. Sections 110 to 112. Sections 114 to 120. Section 122.

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		Sections 124 to 127.
		Section 129.
		Section 137.
		Section 138(1) to (6), (7)(a) to (d) and (f) and (8).
		Section 139(1)(a) to (c) and (e) and (2) to (9).
		Section 139A(1), (2), (3)(b) and (4) to (6).
		Sections 140 to 142.
		Section 144.
		Section 146.
		Section 146A.
		Sections 148 to 160.
		Schedules 1 to 4.
		Schedule 7.
		Schedule 8.
		Schedules 12 to 17.
1980 c. 20.	The Education Act 1980.	In Schedule 1, paragraph 30.
1980 c. 42.	The Employment Act 1980.	Section 6.
		Section 8(2).
		Section 9.
		Sections 12 to 14.
		Section 20.
		Section 21.
		In Schedule 1, paragraphs 1, 8, 11, 13, 20, 22, 23, 25, 31 and 33.
		Schedule 2.
1980 c. 43.	The Magistrates' Courts Act 1980.	In Schedule 7, paragraph 175.
1980 c. 48.	The Finance Act 1980.	In Schedule 19, paragraph 5(4).
1981 c. 64.	The New Towns Act 1981.	Section 54(6).
1982 c. 16.	The Civil Aviation Act 1982.	In Schedule 3, paragraphs 6 and 8(1).
1982 c. 23.	The Oil and Gas (Enterprise) Act 1982.	In Schedule 3, paragraph 40.

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1982 c. 24.	The Social Security and Housing Benefits Act 1982.	In Schedule 2, paragraph 13.
1982 c. 46.	The Employment Act 1982.	Section 20. Section 21(1) and (3). In Schedule 2, paragraphs 1 to 5, 6(2), (4) and (5), 7(1) and (2) and 9. In Schedule 3, in Part I, paragraphs 1, 2, 4 and 6 and, in Part II, paragraphs 15, 21 to 23, 25, 26, 27(1) and 28 to 30. Schedule 4.
1983 c. 23.	The Water Act 1983.	In Schedule 2, in Part I, paragraph 8(1)(b).
1983 c. 41.	The Health and Social Services and Social Security Adjudications Act 1983.	In Schedule 9, in Part I, paragraph 25.
1984 c. 36.	The Mental Health (Scotland) Act 1984.	Section 126(2)(c).
1985 c. 17.	The Reserve Forces (Safeguard of Employment) Act 1985.	In Schedule 4, paragraph 6.
1985 c. 51.	The Local Government Act 1985.	In section 53, subsection (5) and, in subsection (6), the words “Except as provided in subsection (5) above” and “a redundancy payment under Part VI of the said Act of 1978 or to”. Section 55(3) to (5). Section 59(1) to (3).
1985 c. 65.	The Insolvency Act 1985.	Section 218. In Schedule 8, paragraph 31(1), (2) and (5).
1985 c. 66.	The Bankruptcy (Scotland) Act 1985.	In Schedule 7, in Part I, paragraph 14(1), (2) and (4).
1985 c. 71.	The Housing (Consequential Provisions) Act 1985.	In Schedule 4, paragraph 7(2) (a).
1986 c. 45.	The Insolvency Act 1986.	In Schedule 14, the entries relating to the Employment Protection (Consolidation) Act 1978.

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1986 c. 47.	The Legal Aid (Scotland) Act 1986.	In Schedule 1, in paragraph 10(2)(a), the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1986 c. 48.	The Wages Act 1986.	Sections 1 to 11. Sections 28 to 33. Schedule 1. In Schedule 4, paragraph 4. Schedule 5. In Schedule 6, paragraph 10.
1986 c. 50.	The Social Security Act 1986.	In Schedule 10, in Part IV, paragraphs 76 and 81.
1986 c. 59.	The Sex Discrimination Act 1986.	Section 3.
1987 c. 26.	The Housing (Scotland) Act 1987.	In Schedule 22, in Part II, paragraph 10(2)(a).
1988 c. 1.	The Income and Corporation Taxes Act 1988.	Section 150(b). In section 579, subsection (2) (a), in subsections (2)(b) and (3)(b) and in subsection (4) (b) as it has effect otherwise than for the purposes of corporation tax, the word “net” and, in subsection (5) (b), the words “, and the full amount of the rebate”.
1988 c. 4.	The Norfolk and Suffolk Broads Act 1988.	Section 580(2). In Schedule 6, paragraph 19.
1988 c. 20.	The Dartford-Thurrock Crossing Act 1988.	In Schedule 5, in Part I, paragraph 2(2).
1988 c. 34.	The Legal Aid Act 1988.	In Schedule 7, in paragraph 7(3), the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1988 c. 40.	The Education Reform Act 1988.	In section 173, subsection (6) and, in subsection (7), the words “Except as provided in subsection (6) above” and “a redundancy payment under

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		Part VI of the Act of 1978 mentioned above or to”.
		Section 175(3) to (5).
		Section 178(1) and (2).
		In Schedule 12, in Part I, paragraph 23 and, in Part III, paragraph 80.
1988 c. 43.	The Housing (Scotland) Act 1988.	In Schedule 1, in paragraph 12(2), the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1988 c. 50.	The Housing Act 1988.	In Schedule 5, in paragraph 10(2), the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1989 c. 13.	The Dock Work Act 1989.	Section 6(2). Section 7(4). In Schedule 2, paragraphs 6 and 7.
1989 c. 15.	The Water Act 1989.	In section 194(7)(d), the words “and the Employment Protection (Consolidation) Act 1978”. In Schedule 25, paragraph 56.
1989 c. 29.	The Electricity Act 1989.	Section 56(2).
1989 c. 38.	The Employment Act 1989.	Sections 15 to 18. Section 19(1). In section 27(1), the words “and 16 to 19”. In section 29(1), the definition of “the 1978 Act”. Section 30(3)(f). In Schedule 6, paragraphs 21 to 25. In Schedule 9, paragraphs 3 to 5.
1989 c. 39.	The Self-Governing Schools etc. (Scotland) Act 1989.	In Schedule 10, paragraph 7.
1990 c. 19.	The National Health Service and Community Care Act 1990.	In Schedule 9, paragraph 20.

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1990 c. 35.	The Enterprise and New Towns (Scotland) Act 1990.	In Schedule 1, in paragraph 17(2), the words “Part VI of the said Act of 1978 shall not apply to him and”.
1990 c. 38.	The Employment Act 1990.	Section 13(1), (2) and (4). Section 16. In section 17, subsection (1) and, in subsection (2), the words “Apart from this section,”. In Schedule 2, paragraph 1(1) and (3) to (6). Schedule 3.
1990 c. 43.	The Environmental Protection Act 1990.	In Schedule 10, in paragraph 16, the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1991 c. 28.	The Natural Heritage (Scotland) Act 1991.	In Schedule 4, in paragraph 5, the words “Part VI of the Employment Protection (Consolidation) Act 1978 shall not apply to him and”.
1992 c. 6.	The Social Security (Consequential Provisions) Act 1992.	In Schedule 2, paragraphs 51 and 74.
1992 c. 13.	The Further and Higher Education Act 1992.	In Schedule 8, in Part II, paragraph 89.
1992 c. 37.	The Further and Higher Education (Scotland) Act 1992.	In Schedule 9, paragraph 6.
1992 c. 52.	The Trade Union and Labour Relations (Consolidation) Act 1992.	In Schedule 2, paragraphs 11 to 14, 16 to 18, 21 to 23, 29(2), 30, 33 and 34(1) and (2).
1993 c. 19.	The Trade Union Reform and Employment Rights Act 1993.	Sections 23 to 26. Sections 28 to 31. In section 39, subsection (1) and, in subsection (2), the words “, the Wages Act 1986”. Section 54(2)(a) to (e).

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		Schedules 2 to 5.
		In Schedule 6, paragraph 3.
		In Schedule 7, paragraphs 2 to 5, 11, 13, 14 and 16.
		In Schedule 8, paragraphs 10 to 18, 21 to 27, 31, 32, 35 to 37 and 67.
		In Schedule 9, paragraph 3.
1993 c. 48.	The Pension Schemes Act 1993.	Section 164(6).
		In Schedule 8, paragraphs 11(1) and 45(a).
1994 c. 10.	The Race Relations (Remedies) Act 1994.	Section 1(2).
1994 c. 18.	The Social Security (Incapacity for Work) Act 1994.	In Schedule 1, in Part II, paragraph 54.
1994 c. 20.	The Sunday Trading Act 1994.	In Schedule 4, paragraphs 1 to 20 and 22.
1994 c. 40.	The Deregulation and Contracting Out Act 1994.	Section 20(3) and (5).
		Section 36(1).
		Schedule 8.
1995 c. 17.	The Health Authorities Act 1995.	In Schedule 1, paragraph 103.
1995 c. 25.	The Environment Act 1995.	In Schedule 7, in paragraph 11(3), the words from the beginning to “but”.
1995 c. 26.	The Pensions Act 1995.	Sections 42 to 46.
		In Schedule 3, paragraphs 1 to 7 and 10.
1995 c. 50.	The Disability Discrimination Act 1995.	In Schedule 6, paragraph 3.
1996 c. 14.	The Reserve Forces Act 1996.	In Schedule 10, paragraph 17.

PART II

REVOCATIONS

Number	Title	Extent of revocation
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S.I. 1983/624.	The Insolvency of Employer (Excluded Classes) Regulations 1983.	The whole instrument.
S.I. 1993/2798.	The Sex Discrimination and Equal Pay (Remedies) Regulations 1993.	In the Schedule, in paragraph 1, the entry relating to the Employment Protection (Consolidation) Act 1978 and paragraph 2.
S.I. 1995/31.	The Employment Protection (Part-time Employees) Regulations 1995.	The whole instrument.
S.I. 1995/278.	The Insolvency of Employer (Excluded Classes) Regulations 1995.	The whole instrument.
S.I. 1995/2587.	The Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 1995.	Regulation 12(1), (2) and (4). Regulation 13(1), (2) and (4) to (6). Regulation 14.
S.I. 1996/593.	The Environment Act 1995 (Consequential Amendments) Regulations 1996.	In Schedule 1, paragraph 19.
S.I. 1996/973.	The Environment Act 1995 (Consequential and Transitional Provisions) (Scotland) Regulations 1996.	In the Schedule, paragraph 4.

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—

BGLA	= Betting, Gaming and Lotteries Act 1963 (c.2)
EP(C)A	= Employment Protection (Consolidation) Act 1978 (c.44)
EA 1980	= Employment Act 1980 (c.42)
EA 1982	= Employment Act 1982 (c.46)
WA	= Wages Act 1986 (c.48)

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EA 1989	= Employment Act 1989 (c.38)
TULR(C)A	= Trade Union and Labour Relations (Consolidation) Act 1992 (c.52)
TURERA	= Trade Union Reform and Employment Rights Act 1993 (c.19)
STA	= Sunday Trading Act 1994 (c.20)
D&COA	= Deregulation and Contracting Out Act 1994 (c.40)
PA	= Pensions Act 1995 (c.26)
CRTUPER	= Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations (S.I. 1995/2587)

Provision	Derivation
1(1), (2)	EP(C)A s.1(1); TURERA Sch.4.
(3) to (5)	EP(C)A s.1(2) to (4); TURERA Sch.4.
2(1)	EP(C)A s.2(1); TURERA Sch.4.
(2)	EP(C)A s.2(2)(a); TURERA Sch.4.
(3)	EP(C)A s.2(2)(b), (3); TURERA Sch.4.
(4) to (6)	EP(C)A s.2(4) to (6); TURERA Sch.4.
3(1)	EP(C)A s.3(1)(a) to (c); TURERA Sch.4.
(2) to (4)	EP(C)A s.3(2) to (4); TURERA Sch.4.
(5)	EP(C)A s.3(1)(d); TURERA Sch.4.
4(1)	EP(C)A s.4(1); TURERA Sch.4.
(2)	EP(C)A s.4(1), (2); TURERA Sch.4.
(3)	EP(C)A s.4(1); TURERA Sch.4.
(4)	EP(C)A s.4(3)(a); TURERA Sch.4.
(5)	EP(C)A s.4(3)(b), (4); TURERA Sch.4.
(6), (7)	EP(C)A s.4(5); TURERA Sch.4.
(8)	EP(C)A s.4(6); TURERA Sch.4.
5	EP(C)A s.5(2), (3); TURERA Sch.4.
6	EP(C)A ss.2(2)(a), (3), 3(1)(a), (c), 4(3)(a), (4); TURERA Sch.4.
7	EP(C)A s.6; TURERA Sch.4.
8	EP(C)A s.8.
9(1), (2)	EP(C)A s.9(1).

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(3) to (5)	EP(C)A s.9(2) to (4).
10	EP(C)A s.10.
11(1)	EP(C)A s.11(1); TURERA Sch.8 para.10(a).
(2)	EP(C)A s.11(2).
(3)	EP(C)A s.11(4); TURERA Sch.8 para.10(b); Pension Schemes Act 1993 (c.48) Sch.8 para.11(1).
(4)	EP(C)A s.11(9); TURERA Sch.8 para.10(c).
12(1), (2)	EP(C)A s.11(5), (6).
(3) to (5)	EP(C)A s.11(8).
13(1)	WA s.1(1).
(2)	WA s.1(3).
(3)	WA s.8(3).
(4)	WA s.8(3), (4).
(5)	WA s.1(4)(a).
(6)	WA s.1(4)(b).
(7)	WA s.1(6).
14(1)	WA s.1(5)(a).
(2)	WA s.1(5)(b).
(3)	WA s.1(5)(c).
(4)	WA s.1(5)(d).
(5)	WA s.1(5)(e).
(6)	WA s.1(5)(f).
15(1)	WA s.1(1), (2).
(2)	WA s.1(3).
(3)	WA s.1(4)(a).
(4)	WA s.1(4)(b).
(5)	WA s.8(5).
16(1)	WA s.1(5)(a).
(2)	WA s.1(5)(b).
(3)	WA s.1(5)(e).
(4)	WA s.1(5)(f).
17(1)	WA s.2(2) (“cash shortage”, “stock deficiency”).
(2)	WA s.2(2) (“retail employment”).

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(3)	WA s.2(2) (“retail transaction”).
(4), (5)	WA s.4(6).
(6)	WA s.2(2) (“pay day”).
18(1)	WA s.2(1).
(2), (3)	WA s.2(3).
19(1)	WA s.2(4).
(2) to (4)	WA s.2(5).
20(1) to (3)	WA s.3(1) to (3).
(4)	WA s.3(6).
(5)	WA s.4(4).
21(1), (2)	WA s.3(4), (5).
(3)	WA s.4(5), first sentence.
22(1) to (3)	WA s.4(1) to (3).
(4)	WA s.4(5), second sentence.
23(1) to (3)	WA s.5(1) to (3).
(4)	WA s.5(2).
24	WA s.5(4).
25(1), (2)	WA s.5(5).
(3) to (5)	WA s.5(6) to (8).
26	WA s.6(2).
27(1)	EP(C)A s.122(4); WA s.7(1); Social Security Act 1986 (c.50) Sch.10 Pt.IV para.81; Social Security (Consequential Provisions) Act 1992 (c.6) Sch.2 para.74; TULR(C)A Sch.2 paras.18(3), 34(1), (2); TURERA Sch.8 para.18.
(2), (3)	WA s.7(2), (3).
(4)	WA s.8(1) (“gross amount”).
(5)	WA s.7(4).
28(1) to (3)	EP(C)A s.12(1).
(4), (5)	EP(C)A s.12(2).
29(1), (2)	EP(C)A s.13(1), (2); EA 1982 Sch.2 para.1.
(3)	EP(C)A s.13(3); EA 1982 Sch.2 para.1, Sch.3 Pt.II para.15.
(4), (5)	EP(C)A s.13(4); EA 1982 Sch.2 para.1.
30(1)	EP(C)A s.14(1).

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(2) to (4)	EP(C)A s.14(2).
(5)	EP(C)A s.14(3).
31(1)	EP(C)A s.15(1); Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch.
(2)	EP(C)A s.15(2); EA 1980 s.14.
(3) to (5)	EP(C)A s.15(3).
(6)	EP(C)A s.15(4).
(7)	EP(C)A s.15(5); EA 1980 Sch.1 para.8.
32	EP(C)A s.16(1) to (3).
33	EP(C)A s.16(4).
34	EP(C)A s.17.
35(1) to (3)	EP(C)A s.18(1) to (3).
(4), (5)	EP(C)A s.18(4).
(6)	EP(C)A s.18(5).
36(1)	BGLA Sch.5A para.2(1); STA Sch.4 para.2(1); D&COA Sch.8.
(2)	BGLA Sch.5A para.2(2); STA Sch.4 para.2(2); D&COA Sch.8.
(3)	BGLA Sch.5A para.2(3); STA Sch.4 para.2(3); D&COA Sch.8.
(4)	BGLA Sch.5A para.2(7); STA Sch.4 para.2(7); D&COA Sch.8.
(5)	BGLA Sch.5A para.3(1); STA Sch.4 para.3(1); D&COA Sch.8.
(6)	BGLA Sch.5A para.3(2); STA Sch.4 para.3(2); D&COA Sch.8.
(7)	BGLA Sch.5A para.1(1) (“the commencement date”); STA Sch.4 para.1(1) (“the commencement date”); D&COA Sch.8.
37(1)	BGLA Sch.5A para.12(1); STA Sch.4 para.12(1); D&COA Sch.8.
(2)	BGLA Sch.5A para.12(2); STA Sch.4 para.12(2); D&COA Sch.8.
(3)	BGLA Sch.5A paras.3(1)(b), 12(3); STA Sch.4 paras.3(1)(b), 12(3); D&COA Sch.8.
(4)	BGLA Sch.5A para.12(4); EP(C)A Sch.13 para.10; EA 1980 Sch.1 para.31;

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- TURERA Sch.8 para.31(b); STA Sch.4 para.12(4); D&COA Sch.8.
- (5) BGLA Sch.5A para.2(4)(c), (d); STA Sch.4 para.2(4)(c), (d); D&COA Sch.8.
- 38(1), (2) BGLA Sch.5A para.14; STA Sch.4 para.14; D&COA Sch.8.
- (3) BGLA Sch.5A para.2(4)(e); STA Sch.4 para.2(4)(e); D&COA Sch.8.
- 39(1) to (3) BGLA Sch.5A para.15(1); STA Sch.4 para.15(1); D&COA Sch.8.
- (4) BGLA Sch.5A para.15(2); STA Sch.4 para.15(2); D&COA Sch.8.
- (5) BGLA Sch.5A para.2(4)(f); STA Sch.4 para.2(4)(f); D&COA Sch.8.
- 40(1) BGLA Sch.5A para.4(2); STA Sch.4 para.4(2); D&COA Sch.8.
- (2) BGLA Sch.5A para.4(3); STA Sch.4 para.4(3); D&COA Sch.8.
- (3) BGLA Sch.5A para.4(1); STA Sch.4 para.4(1); D&COA Sch.8.
- 41(1) BGLA Sch.5A para.5(1); STA Sch.4 para.5(1); D&COA Sch.8.
- (2) BGLA Sch.5A para.5(5); STA Sch.4 para.5(5); D&COA Sch.8.
- (3) BGLA Sch.5A para.6; STA Sch.4 para.6; D&COA Sch.8.
- 42(1) to (3) BGLA Sch.5A para.11(1) to (3); STA Sch.4 para.11(1) to (3); D&COA Sch.8.
- (4) STA Sch.4 para.11(4).
- (5) BGLA Sch.5A para.11(4); D&COA Sch.8.
- (6) BGLA Sch.5A para.11(5); STA Sch.4 para.11(5); D&COA Sch.8.
- 43(1), (2) BGLA Sch.5A para.13(1), (2); STA Sch.4 para.13(1), (2); D&COA Sch.8.
- (3) BGLA Sch.5A paras.5(5)(b), 13(3); STA Sch.4 paras.5(5)(b), 13(3); D&COA Sch.8.
- (4) BGLA Sch.5A para.13(4); EP(C)A Sch.13 para.10; EA 1980 Sch.1 para.31; TURERA Sch.8 para.31(b); STA Sch.4 para.13(4); D&COA Sch.8.

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| (5) | BGLA Sch.5A para.5(2)(c), (d); STA Sch.4 para.5(2)(c), (d); D&COA Sch.8. |
| 44 | EP(C)A s.22A; TURERA Sch.5 para.1. |
| 45(1) to (3) | BGLA Sch.5A para.10(1) to (3); STA Sch.4 para.10(1) to (3); D&COA Sch.8. |
| (4) | BGLA Sch.5A paras.1(1) (“dismissal”), 10(4); STA Sch.4 paras.1(1) (“dismissal”), 10(4); D&COA Sch.8. |
| (5) | BGLA Sch.5A para.10(5); STA Sch.4 para.10(5); D&COA Sch.8. |
| (6) to (8) | BGLA Sch.5A para.10(6); STA Sch.4 para.10(6); D&COA Sch.8. |
| (9) | BGLA Sch.5A paras.2(4)(b), 5(2)(b); STA Sch.4 paras.2(4)(b), 5(2)(b); D&COA Sch.8. |
| (10) | BGLA Sch.5A paras.2(6), 5(4); STA Sch.4 paras.2(6), 5(4); D&COA Sch.8. |
| 46(1) | PA s.46(1). |
| (2) | PA s.46(2), (10). |
| (3) | PA ss.124(1) (“trust scheme”), 176 (“occupational pension scheme”). |
| 47 | EP(C)A s.22AA; CRTUPER Reg.12(1). |
| 48(1) | BGLA Sch.5A para.16; EP(C)A s.22B(1); TURERA Sch.5 para.1; STA Sch.4 para.16; D&COA Sch.8; PA s.46(3); CRTUPER Reg.12(2). |
| (2) to (4) | EP(C)A s.22B(2) to (4); TURERA Sch.5 para.1. |
| 49 | EP(C)A s.22C; TURERA Sch.5 para.1. |
| 50(1) | EP(C)A s.29(1). |
| (2) | EP(C)A s.29(1); Time Off for Public Duties Order 1990 (S.I. 1990/1870) Art.2; Time Off for Public Duties Order 1995 (S.I. 1995/694) Art.2; Environment Act 1995 (Consequential Amendments) Regulations 1996 (S.I. 1996/593) Sch.1 para.19; Environment Act 1995 (Consequential and Transitional Provisions) (Scotland) Regulations 1996 (S.I. 1996/973) Sch. para.4. |
| (3) | EP(C)A s.29(3). |

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| (4) | EP(C)A s.29(4); TULR(C)A Sch.2 para.11. |
| (5) | EP(C)A s.29(1), (2)(a); Norfolk and Suffolk Broads Act 1988 (c.4) Sch.6 para.19; Local Government etc. (Scotland) Act 1994 (c.39) s.183(2)(a); Environment Act 1995 (c.25) Sch.7 para.11(3). |
| (6) | EP(C)A s.29(1)(bc); Police Act 1996 (c.16) Sch.8 para.1(4); Time Off for Public Duties Order 1995 (S.I. 1995/694) Art.2. |
| (7) | EP(C)A s.29(1)(cc); Time Off for Public Duties Order 1990 (S.I. 1990/1870) Art.2. |
| (8) | EP(C)A s.29(1)(d), (2)(b); National Health Service (Scotland) Act 1978 (c.29) Sch.15 para.2; National Health Service and Community Care Act 1990 (c.19) Sch.9 para.20; Health Authorities Act 1995 (c.17) Sch.1 para.103(2). |
| (9) | EP(C)A s.29(1)(e) to (eg), (2)(c); Education Reform Act 1988 (c.40) Sch.12 Pt.I para.23, Pt.III para.80; Self-Governing Schools etc. (Scotland) Act 1989 (c.39) Sch.10 para.7; Further and Higher Education Act 1992 (c.13) Sch.8 Pt.II para.89; Further and Higher Education (Scotland) Act 1992 (c.37) Sch.9 para.6. |
| (10) | EP(C)A s.29(5). |
| (11) | EP(C)A s.32; TULR(C)A Sch.2 para.13. |
| 51(1) | EP(C)A s.29(6). |
| (2) | EP(C)A s.30(1); TULR(C)A Sch.2 para.12(a). |
| (3) | EP(C)A s.30(2); TULR(C)A Sch.2 para.12(b). |
| (4) | EP(C)A s.30(2). |
| 52(1), (2) | EP(C)A s.31(1), (2). |
| (3) | EP(C)A s.32; TULR(C)A Sch.2 para.13. |
| 53(1) | EP(C)A s.31(3). |
| (2), (3) | EP(C)A s.31(4). |

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(4)	EP(C)A s.31(5).
(5)	EP(C)A s.31(9).
(6), (7)	EP(C)A s.31(10), (11).
54	EP(C)A s.31(6) to (9).
55(1) to (3)	EP(C)A s.31A(1) to (3); EA 1980 s.13.
(4)	EP(C)A s.32; TULR(C)A Sch.2 para.13.
56(1)	EP(C)A s.31A(4); EA 1980 s.13.
(2) to (4)	EP(C)A s.31A(5); EA 1980 s.13.
(5), (6)	EP(C)A s.31A(9), (10); EA 1980 s.13.
57(1), (2)	EP(C)A s.31A(6), (7); EA 1980 s.13.
(3) to (5)	EP(C)A s.31A(8); EA 1980 s.13.
58(1), (2)	PA s.42(1), (2).
(3)	PA ss.124(1) (“employer”, “trust scheme”), 176 (“occupational pension scheme”).
(4)	PA s.42(4).
59(1) to (4)	PA s.43(1) to (4).
(5), (6)	PA s.43(5).
60(1)	PA ss.42(3), 43(6).
(2)	PA s.44.
(3) to (5)	PA s.45(1) to (3).
61(1)	EP(C)A s.31AA(1); CRTUPER Reg.13(1).
(2)	EP(C)A s.32; TULR(C)A Sch.2 para.13; CRTUPER Reg.13(2).
62(1)	EP(C)A ss.31A(4), 31AA(2), (3)(a); EA 1980 s.13; CRTUPER Reg.13(1).
(2) to (4)	EP(C)A ss.31A(5), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1).
(5), (6)	EP(C)A ss.31A(9), (10), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1).
63(1)	EP(C)A ss.31A(6), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1).
(2)	EP(C)A ss.31A(7), 31AA(2), (3)(b); EA 1980 s.13; CRTUPER Reg.13(1).
(3) to (5)	EP(C)A ss.31A(8), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1).
64(1), (2)	EP(C)A s.19(1).

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| (3) | EP(C)A Sch.1; Employment Protection (Medical Suspension) Order 1980 (S.I. 1980/1581); Employment Protection (Medical Suspension) Order 1985 (S.I. 1985/1787); Employment Protection (Medical Suspension) Order 1988 (S.I. 1988/1746). |
| (4) | EP(C)A s.19(3). |
| (5) | EP(C)A s.19(2). |
| 65 | EP(C)A s.20; EA 1982 Sch.2 para.2. |
| 66(1) | EP(C)A s.45(1); TURERA Sch.3. |
| (2) | EP(C)A s.45(1), (3); TURERA Sch.3. |
| (3) | EP(C)A s.45(2); TURERA Sch.3. |
| 67 | EP(C)A s.46(1), (2); TURERA Sch.3. |
| 68 | EP(C)A s.47(1), (2); TURERA Sch.3. |
| 69(1) | EP(C)A ss.21(1), 47(3); TURERA Sch.3. |
| (2) | EP(C)A ss.21(2), 47(4); TURERA Sch.3. |
| (3) | EP(C)A ss.21(3), 47(5); TURERA Sch.3. |
| 70(1) | EP(C)A ss.22(1), 47(6); TURERA Sch.3. |
| (2) | EP(C)A ss.22(2), 47(7); TURERA Sch.3. |
| (3) | EP(C)A ss.22(3), 47(8); TURERA Sch.3. |
| (4) to (7) | EP(C)A s.46(3) to (6); TURERA Sch.3. |
| 71 | EP(C)A s.33; TURERA s.23(2). |
| 72 | EP(C)A s.34(1) to (3); TURERA s.23(2). |
| 73(1) to (3) | EP(C)A s.35(1) to (3); TURERA s.23(2). |
| (4) | EP(C)A s.35(2); TURERA s.23(2). |
| (5) | EP(C)A s.35(4). |
| 74(1) | EP(C)A s.36(1)(a), (3); TURERA s.23(2). |
| (2) | EP(C)A s.36(2); TURERA s.23(2). |
| (3) | EP(C)A s.36(1)(a); TURERA s.23(2). |

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(4)	EP(C)A s.36(1)(b), (3); TURERA s.23(2).
(5)	EP(C)A s.36(1)(c), (3); TURERA s.23(2).
(6)	EP(C)A s.36(1); TURERA s.23(2).
75	EP(C)A s.37; TURERA s.23(2).
76	EP(C)A s.37A; TURERA s.23(2).
77(1), (2)	EP(C)A s.38(1); TURERA s.23(2).
(3)	EP(C)A s.38(2); TURERA s.23(2).
78	EP(C)A s.38A; TURERA s.23(2).
79	EP(C)A s.39(1) to (3); TURERA Sch.2.
80	EP(C)A s.40; TURERA Sch.2.
81	EP(C)A s.41; TURERA Sch.2.
82(1), (2)	EP(C)A s.42(1), (2); TURERA Sch.2.
(3), (4)	EP(C)A s.42(3); TURERA Sch.2.
(5) to (7)	EP(C)A s.42(4) to (6); TURERA Sch.2.
(8), (9)	EP(C)A s.42(7); TURERA Sch.2.
83	EP(C)A s.43(3), (4); TURERA Sch.2.
84	EP(C)A Sch.2 Pt.III para.6(1), (2), (4) (b); TURERA Sch.8 para.26(d).
85	EP(C)A s.44; TURERA Sch.2.
86(1) to (3)	EP(C)A s.49(1) to (3); EA 1982 Sch.2 para.3(1).
(4)	EP(C)A s.49(4); EA 1982 Sch.2 para.3(2).
(5)	EP(C)A s.49(4A); EA 1982 Sch.2 para.3(3).
(6)	EP(C)A s.49(5).
87(1), (2)	EP(C)A s.50(1), (2); EA 1982 Sch.2 para.3(1).
(3)	EP(C)A Sch.3 para.1.
(4)	EP(C)A s.50(3).
88(1)	EP(C)A Sch.3 para.2(1); TURERA Sch.8 para.27(a)(i), (ii).
(2)	EP(C)A Sch.3 para.2(2); Social Security and Housing Benefits Act 1982 (c.24) Sch.2 para.13; TURERA Sch.8 para.27(a)(iii).
(3)	EP(C)A Sch.3 para.2(3).

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89(1), (2)	EP(C)A Sch.3 para.3(1), (2).
(3)	EP(C)A Sch.3 para.3(3); TURERA Sch.8 para.27(b)(i).
(4)	EP(C)A Sch.3 para.3(3); Social Security and Housing Benefits Act 1982 (c.24) Sch.2 para.13; TURERA Sch.8 para.27(b)(ii).
(5)	EP(C)A Sch.3 para.3(4).
90(1)	EP(C)A Sch.3 para.4(1); Social Security (Incapacity for Work) Act 1994 (c.18) Sch.1 Pt.II para.54.
(2)	EP(C)A Sch.3 para.4(2).
91(1)	EP(C)A Sch.3 para.5; TULR(C)A Sch.2 para.23.
(2)	EP(C)A Sch.3 para.6.
(3)	EP(C)A Sch.3 para.7(1).
(4)	EP(C)A Sch.3 para.7(2).
(5)	EP(C)A s.51.
(6)	EP(C)A s.52.
92(1), (2)	EP(C)A s.53(1).
(3)	EP(C)A s.53(2); EA 1982 Sch.2 para.4; EA 1989 s.15(1).
(4)	EP(C)A s.53(2A); TURERA s.24(4).
(5)	EP(C)A s.53(3).
(6)	EP(C)A ss.55(4), 153(1) (“effective date of termination”).
(7)	EP(C)A ss.55(5), 153(1) (“effective date of termination”); EA 1982 Sch.3 Pt.I para.1.
(8)	EP(C)A s.55(7)(a); EA 1982 Sch.3 Pt.I para.1.
93(1)	EP(C)A s.53(4); TURERA Sch.8 para.11.
(2)	EP(C)A s.53(4).
(3)	EP(C)A s.53(5).
94(1)	EP(C)A s.54(1).
(2)	EP(C)A s.54(2).
95	EP(C)A s.55(1) to (3).
96(1)	EP(C)A s.56; EA 1980 Sch.1 para.11; TURERA Sch.8 para.12.

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(2) to (4)	EP(C)A s.56A(1) to (3); EA 1980 s.12; TURERA Sch.8 para.13.
(5)	EP(C)A s.56A(4); EA 1980 s.12.
(6)	BGLA Sch.5A para.1(4); STA Sch.4 para.1(6); D&COA Sch.8.
97(1)	EP(C)A s.55(4).
(2)	EP(C)A s.55(5); EA 1982 Sch.3 Pt.I para.1.
(3)	EP(C)A s.55(7)(a); EA 1982 Sch.3 Pt.I para.1.
(4)	EP(C)A s.55(6); EA 1982 Sch.3 Pt.I para.1.
(5)	EP(C)A s.55(7)(b); EA 1982 Sch.3 Pt.I para.1.
(6)	EP(C)A Sch.2 Pt.I paras.1, 2(3)(a), (4).
98(1), (2)	EP(C)A s.57(1), (2).
(3)	EP(C)A s.57(4).
(4)	EP(C)A s.57(3); EA 1980 s.6.
(5)	EP(C)A Sch.2 Pt.I paras.1, 2(1); EA 1980 Sch.1 para.23.
(6)	EP(C)A s.57(3), Sch.2 Pt.I para.2(1); TULR(C)A Sch.2 paras.14, 22; TURERA Sch.5 para.2, Sch.8 para.26(a)(i).
99(1) to (3)	EP(C)A s.60; TURERA s.24(1).
(4)	EP(C)A Sch.2 Pt.I paras.1, 2(2); TURERA Sch.8 para.26(a)(ii).
100	EP(C)A s.57A; TURERA Sch.5 para.3.
101(1) to (3)	BGLA Sch.5A para.7(1) to (3); STA Sch.4 para.7(1) to (3); D&COA Sch.8.
(4)	BGLA Sch.5A paras.2(4)(a), 5(2)(a); STA Sch.4 paras.2(4)(a), 5(2)(a); D&COA Sch.8.
102(1)	PA s.46(5).
(2)	PA ss.124(1) (“trust scheme”), 176 (“occupational pension scheme”).
103	EP(C)A s.57AA; CRTUPER Reg.14(1).
104(1) to (3)	EP(C)A s.60A(1) to (3); TURERA s.29(1).
(4)	BGLA Sch.5A para.19; EP(C)A s.60A(4); TURERA s.29(1); STA Sch.4

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- para.19; D&COA Sch.8; PA Sch.3 para. 2.
- 105(1) BGLA Sch.5A para.8; EP(C)A s.59(1); TURERA s.24(2), Sch.8 para.14(a); STA Sch.4 para.8; D&COA Sch.8; PA s.46(6).
- (2) EP(C)A s.59(2); TURERA s.24(2).
- (3) EP(C)A s.59(2); TURERA s.24(2), Sch.5 para.4.
- (4) BGLA Sch.5A para.8; STA Sch.4 para.8; D&COA Sch.8.
- (5) PA s.46(6).
- (6) EP(C)A s.59(2); CRTUPER Reg.14(2).
- (7) EP(C)A s.59(2); TURERA ss.24(2), 29(2).
- (8) BGLA Sch.5A paras.2(4)(a), 5(2)(a); STA Sch.4 paras.2(4)(a), 5(2)(a); D&COA Sch.8.
- (9) EP(C)A s.59(3); TURERA Sch.8 para.14(c).
- 106(1) EP(C)A s.61.
- (2) EP(C)A ss.19(2), 45(2), 61(1); TURERA Sch.3, Sch.8 para.15(a).
- (3) EP(C)A s.61(2); TURERA Sch.8 para.15(b).
- (4) EP(C)A s.61.
- 107 EP(C)A s.63.
- 108(1) EP(C)A s.64(1)(a); Unfair Dismissal (Variation of Qualifying Period) Order 1985 (S.I. 1985/782) Art.3(1).
- (2) EP(C)A s.64(2); EA 1982 Sch.2 para.5(1)(b); Unfair Dismissal (Variation of Qualifying Period) Order 1985 (S.I. 1985/782) Art.4.
- (3) BGLA Sch.5A para.9; EP(C)A s.64(3) to (5), Sch.2 Pt.I paras.1, 2(4), Pt.III para.6(3); TURERA ss.24(3), 29(3), Sch.5 para.5; STA Sch.4 para.9; D&COA Sch.8; PA s.46(7); CRTUPER Reg.14(2).
- 109(1) EP(C)A s.64(1)(b); Sex Discrimination Act 1986 (c.59) s.3(1).

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| (2) | BGLA Sch.5A para.9; EP(C)A s.64(3) to (5), Sch.2 Pt.I paras.1, 2(4), Pt.III para.6(3); TURERA ss.24(3), 29(3), Sch.5 para.5; STA Sch.4 para.9; D&COA Sch.8; PA s.46(7); CRTUPER Reg.14(2). |
| 110(1) | EP(C)A s.65(3). |
| (2) | BGLA Sch.5A para.20; EP(C)A s.65(4), Sch.2 Pt.I paras.1, 2(4), Pt.III para.6(3); TURERA Sch.8 para.16; STA Sch.4 para.20; D&COA Sch.8. |
| (3) | EP(C)A s.65(1), (2). |
| (4) | EP(C)A s.66(2); EA 1980 Sch.1 para.13(b). |
| (5) | EP(C)A s.66(3). |
| 111(1), (2) | EP(C)A s.67(1), (2). |
| (3), (4) | EP(C)A s.67(4). |
| 112(1) | EP(C)A s.68(1), (2). |
| (2), (3) | EP(C)A s.68(1). |
| (4) | EP(C)A s.68(2); EA 1982 Sch.3 Pt.II para.21. |
| 113 | EP(C)A s.69(1). |
| 114(1), (2) | EP(C)A s.69(2). |
| (3) | EP(C)A s.69(3). |
| (4) | EP(C)A s.70(2). |
| (5) | EP(C)A Sch.2 Pt.I paras.1, 2(3)(b). |
| 115(1) | EP(C)A s.69(1), (4). |
| (2) | EP(C)A s.69(4). |
| (3) | EP(C)A s.70(2). |
| (4) | EP(C)A Sch.2 Pt.I paras.1, 2(3)(b). |
| 116(1) | EP(C)A s.69(5). |
| (2) to (4) | EP(C)A s.69(6). |
| (5), (6) | EP(C)A s.70(1). |
| 117(1) | EP(C)A s.71(1). |
| (2) | EP(C)A s.71(1); TURERA s.30(2)(a). |
| (3) | EP(C)A s.71(2); EA 1982 Sch.3 Pt.II para.22; TURERA Sch.5 para.6(a). |

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| (4) | EP(C)A s.71(2) to (2B); TURERA Sch.5 para.6(b); PA Sch.3 para.3; CRTUPER Reg.14(3). |
| (5) | EP(C)A s.71(2). |
| (6), (7) | EP(C)A s.71(3), (4). |
| (8) | EP(C)A s.71(5); EA 1982 Sch.3 Pt.II para.22. |
| 118(1) | EP(C)A s.72(1); TULR(C)A Sch.2 para.16; TURERA Sch.5 para.7. |
| (2) | EP(C)A s.72(2); TURERA Sch.5 para.7. |
| (3) | EP(C)A s.72(2), (3); TURERA Sch.5 para.7; PA Sch.3 para.4; CRTUPER Reg.14(3). |
| 119(1) | EP(C)A s.73(1), (3); EA 1980 s.9(2); TURERA Sch.5 para.8(a). |
| (2) | EP(C)A s.73(3); EA 1980 s.9(3). |
| (3) | EP(C)A s.73(4). |
| (4) | EP(C)A s.73(5), (6); Sex Discrimination Act 1986 (c.59) s.3(2). |
| (5) | EP(C)A s.73(6). |
| (6) | EP(C)A Sch.2 Pt.I paras.1, 2(4). |
| 120(1) | EP(C)A s.73(6A), (6B); TURERA Sch.5 para.8(b); PA Sch.3 para.5; Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch.; CRTUPER Reg.14(3). |
| (2) | EP(C)A s.73(6C); TURERA Sch.5 para.8(b). |
| 121 | EP(C)A s.73(2). |
| 122(1), (2) | EP(C)A s.73(7A), (7B); EA 1980 s.9(4). |
| (3) | EP(C)A s.73(6B), (7C); TULR(C)A Sch.2 para.17; TURERA Sch.5 para.8(b), (c); PA Sch.3 para.5; CRTUPER Reg.14(3). |
| (4) | EP(C)A s.73(9). |
| 123(1) | EP(C)A s.74(1); TURERA s.30(3)(a). |
| (2) | EP(C)A s.74(2). |
| (3) | EP(C)A s.74(3); EA 1982 Sch.3 Pt.II para.23. |

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(4) to (7)	EP(C)A s.74(4) to (7).
124(1)	EP(C)A s.75(1); Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch.
(2)	EP(C)A s.75(2).
(3)	EP(C)A s.71(1A); TURERA s.30(2)(b).
(4)	EP(C)A s.74(8); TURERA s.30(3)(b).
(5)	EP(C)A s.75(3).
125(1), (2)	EP(C)A s.75A(1), (2); TURERA Sch.5 para.9; Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch.
(3) to (7)	EP(C)A s.75A(3) to (7); TURERA Sch.5 para.9.
126	EP(C)A s.76(1).
127	EP(C)A Sch.2 Pt.III para.6(1), (4)(a).
128(1)	EP(C)A s.77(1); TURERA Sch.5 para.10; PA Sch.3 para.6; CRTUPER Reg.14(3).
(2) to (5)	EP(C)A s.77(2) to (5); TURERA Sch.5 para.10.
129(1)	EP(C)A s.77A(1); TURERA Sch.5 para.10; PA Sch.3 para.7; CRTUPER Reg.14(3).
(2), (3)	EP(C)A s.77A(2); TURERA Sch.5 para.10.
(4), (5)	EP(C)A s.77A(3), (4); TURERA Sch.5 para.10.
(6) to (8)	EP(C)A s.77A(5); TURERA Sch.5 para.10.
(9)	EP(C)A s.77A(6); TURERA Sch.5 para.10.
130	EP(C)A s.78; TURERA Sch.5 para.10.
131	EP(C)A s.78A; TURERA Sch.5 para.10.
132	EP(C)A s.79; TURERA Sch.5 para.10.
133(1)	EP(C)A Sch.12 Pt.II paras.7, 8.
(2)	EP(C)A Sch.12 Pt.II para.9; EA 1982 Sch.3 Pt.II para.28.
(3), (4)	EP(C)A Sch.12 Pt.II para.10.
(5)	EP(C)A Sch.12 Pt.II para.11.

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134	EP(C)A s.80.
135	EP(C)A s.81(1).
136(1)	EP(C)A s.83(1), (2).
(2)	EP(C)A ss.83(2), 92(4).
(3)	EP(C)A s.85(1), (2).
(4)	EP(C)A s.85(5).
(5)	EP(C)A s.93(1).
137(1)	EP(C)A s.86, Sch.2 Pt.II paras.3, 4(2); TURERA Sch.8 para.17.
(2)	EP(C)A Sch.2 Pt.II paras.3, 5; TURERA Sch.8 para.26(c).
138(1)	EP(C)A s.84(1).
(2)	EP(C)A s.84(3), (6).
(3)	EP(C)A s.84(4).
(4), (5)	EP(C)A s.84(6).
(6)	EP(C)A s.84(5).
139(1), (2)	EP(C)A s.81(2).
(3)	EP(C)A s.81(2A); EA 1982 Sch.3 Pt.I para.2(1).
(4), (5)	EP(C)A s.93(2), (3).
(6)	EP(C)A s.81(3).
140(1)	EP(C)A s.82(2).
(2)	EP(C)A s.92(1).
(3), (4)	EP(C)A s.92(3).
(5)	EP(C)A s.92(2).
141(1)	EP(C)A s.82(3).
(2), (3)	EP(C)A s.82(5).
(4)	EP(C)A s.82(6).
142(1), (2)	EP(C)A s.85(3).
(3), (4)	EP(C)A s.85(4).
143(1)	EP(C)A s.110(1).
(2)	EP(C)A s.110(1), (2).
(3), (4)	EP(C)A s.110(5).
(5), (6)	EP(C)A s.110(6).
(7), (8)	EP(C)A s.110(4).
144(1)	EP(C)A s.110(3).

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(2)	EP(C)A s.110(8).
(3)	EP(C)A s.110(9).
(4)	EP(C)A s.110(7).
145(1) to (4)	EP(C)A s.90(1).
(5), (6)	EP(C)A s.90(3).
(7)	EP(C)A Sch.2 Pt.II paras.3, 4(1)(a).
146(1)	EP(C)A ss.82(3), (5), (6), (7), 84(1), (3), (6), (7).
(2)	EP(C)A ss.82(4), 84(2).
(3)	EP(C)A Sch.2 Pt.II paras.3, 4(1)(b), (c); TURERA Sch.8 para.26(b)(i).
147	EP(C)A s.87.
148	EP(C)A s.88(1).
149	EP(C)A ss.88(4), 89(1), (4).
150(1), (2)	EP(C)A s.88(2).
(3), (4)	EP(C)A s.89(5), (6).
151	EP(C)A s.88(2)(b).
152(1)	EP(C)A s.88(3), (4).
(2)	EP(C)A s.89(1).
153	EP(C)A s.90(2).
154	EP(C)A s.89(2), (3).
155	EP(C)A s.81(1), (4).
156(1)	EP(C)A s.82(1); EA 1989 s.16(1).
(2)	EP(C)A Sch.2 Pt.II paras.3, 4(3).
157(1)	EP(C)A s.96(3)(a).
(2), (3)	EP(C)A s.96(1).
(4)	EP(C)A s.96(2).
(5)	EP(C)A s.96(4).
(6)	EP(C)A Sch.2 Pt.II paras.3, 4(3).
158	EP(C)A s.98.
159	EP(C)A s.99(1).
160(1)	EP(C)A s.99(2).
(2), (3)	EP(C)A s.114.
161	EP(C)A s.100.
162(1)	EP(C)A s.81(1), Sch.4 paras.1, 2.
(2), (3)	EP(C)A Sch.4 paras.2, 3.

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(4), (5)	EP(C)A Sch.4 para.4; EA 1989 s.16(2).
(6)	EP(C)A Sch.4 para.5.
(7)	EP(C)A Sch.2 Pt.II paras.3, 4(3).
(8)	EP(C)A Sch.4 para.6.
163(1) to (3)	EP(C)A s.91.
(4)	EP(C)A s.96(3)(b).
164	EP(C)A s.101.
165(1)	EP(C)A s.102(1).
(2)	EP(C)A s.102(2); Criminal Justice Act 1982 (c.48) ss.38, 46; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1.
(3)	EP(C)A s.102(3).
(4)	EP(C)A s.102(3); Criminal Justice Act 1982 (c.48) ss.35, 38, 46; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1.
166(1)	EP(C)A s.106(1).
(2), (3)	EP(C)A s.106(1A), (1B); EA 1989 Sch.6 para.21(2).
(4)	EP(C)A s.106(7).
(5)	EP(C)A s.106(5), (6).
(6)	EP(C)A s.106(5)(a), (b), (6)(a), (b); Insolvency Act 1985 (c.65) Sch.8 para.31(2); Bankruptcy (Scotland) Act 1985 (c.66) Sch.7 Pt.I para.14(1); Insolvency Act 1986 (c.45) Sch.14.
(7)	EP(C)A s.106(5)(c), (6)(c); Insolvency Act 1985 (c.65) Sch.8 para.31(2); Insolvency Act 1986 (c.45) Sch.14.
167(1)	EP(C)A s.106(2); Employment Act 1990 (c.38) Sch.2 para.1(3).
(2)	EP(C)A s.106(2); EA 1982 Sch.2 para.6(4); EA 1989 Sch.6 para.21(3).
(3)	EP(C)A s.106(3).
(4)	EP(C)A s.106(3); Employment Act 1990 (c.38) Sch.2 para.1(3).
168	EP(C)A Sch.7; EA 1989 Sch.6 para.25.
169(1)	EP(C)A s.107(1).
(2)	EP(C)A s.107(2); Criminal Justice Act 1982 (c.48) ss.38, 46; Criminal

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	Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1.
(3)	EP(C)A s.107(3).
(4)	EP(C)A s.107(4), (5); Magistrates' Courts Act 1980 (c.43) Sch.7 para.175.
170	EP(C)A s.108; EA 1989 Sch.6 para.22.
171(1)	EP(C)A s.115(2).
(2)	EP(C)A s.115(1); Social Security (Consequential Provisions) Act 1992 (c.6) s.2(4).
(3)	EP(C)A ss.111(1), 115(1).
172	EP(C)A s.116.
173(1)	EP(C)A s.117(1), (2), (4).
(2)	EP(C)A Sch.8.
174(1) to (3)	EP(C)A Sch.12 Pt.III paras.12, 14, 15.
(4)	EP(C)A Sch.12 Pt.III paras.12, 16.
(5)	EP(C)A Sch.12 Pt.III paras.12, 14, 15.
(6)	EP(C)A Sch.12 Pt.III paras.12, 21.
175(1)	EP(C)A Sch.12 Pt.III paras.12, 17 to 20.
(2) to (4)	EP(C)A Sch.12 Pt.III paras.12, 17 to 19.
(5), (6)	EP(C)A Sch.12 Pt.III paras.12, 20.
176(1), (2)	EP(C)A Sch.12 Pt.IV para.22.
(3)	EP(C)A Sch.12 Pt.IV para.23(1).
(4)	EP(C)A Sch.12 Pt.IV paras.23(2), 24.
(5) to (7)	EP(C)A Sch.12 Pt.IV paras.25 to 27.
177(1)	EP(C)A s.112(2).
(2)	EP(C)A s.112(1).
(3)	EP(C)A s.111(3); 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).
178	EP(C)A s.118.
179(1) to (5)	EP(C)A s.119.
(6)	EP(C)A s.117(3).
180	EP(C)A s.120.

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- 182 EP(C)A s.122(1); Insolvency Act 1985 (c.65) s.218(2); Employment Act 1990 (c.38) Sch.2 para.1(4).
- 183(1) EP(C)A s.127(1), (2).
- (2) EP(C)A s.127(1)(a), (b), (2)(a), (b); Insolvency Act 1985 (c.65) Sch.8 para.31(5); Bankruptcy (Scotland) Act 1985 (c.66) Sch.7 Pt.I para.14(4); Insolvency Act 1986 (c.45) Sch.14; EA 1989 Sch.6 para.23.
- (3) EP(C)A s.127(1)(c), (2)(c); Insolvency Act 1985 (c.65) Sch.8 para.31(5); Insolvency Act 1986 (c.45) Sch.14.
- 184(1) EP(C)A s.122(3); EA 1982 Sch.3 Pt.I para.4.
- (2) EP(C)A s.122(4); Insolvency Act 1985 (c.65) s.218(4); TULR(C)A Sch.2 para.18(3); TURERA Sch.8 para.18.
- (3) EP(C)A s.127(3).
- (4) EP(C)A s.122(7), (8); Insolvency Act 1985 (c.65) s.218(5); Bankruptcy (Scotland) Act 1985 (c.66) s.75(11), Sch.7 Pt.I para.14(2); Insolvency Act 1986 (c.45) Sch.14.
- 185 EP(C)A s.122(2); Insolvency Act 1985 (c.65) s.218(3); TULR(C)A Sch.2 para.18(2).
- 186(1) EP(C)A s.122(5); Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch.
- (2) EP(C)A s.122(6).
- 187(1) EP(C)A s.122(9), (10).
- (2) EP(C)A s.122(11); EA 1989 s.18(2).
- (3) EP(C)A s.122(10).
- (4) EP(C)A s.122(9); Insolvency Act 1985 (c.65) s.218(6)(a); Bankruptcy (Scotland) Act 1985 (c.66) s.75(11).
- (5) EP(C)A s.122(9); Insolvency Act 1985 (c.65) s.218(6)(b); Insolvency Act 1986 (c.45) Sch.14.
- 188(1), (2) EP(C)A s.124(1).
- (3) EP(C)A s.124(3).

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189(1)	EP(C)A s.125(1).
(2)	EP(C)A s.125(2); EA 1989 s.19(1).
(3), (4)	EP(C)A s.125(2A); EA 1989 s.19(1).
(5)	EP(C)A s.125(4); Employment Act 1990 (c.38) Sch.2 para.1(4).
190(1), (2)	EP(C)A s.126(1), (2).
(3), (4)	EP(C)A s.126(3), (4); Criminal Justice Act 1982 (c.48) ss.38, 46; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1.
(5), (6)	EP(C)A s.155(1), (2).
191(1), (2)	EP(C)A s.138(1), Sch.13 para.19(1); WA s.9(1); PA Sch.3 para.10.
(3)	EP(C)A s.138(2), Sch.13 para.19(2); WA s.9(2).
(4)	EP(C)A s.138(7), Sch.13 para.19(5); WA s.9(5).
(5)	EP(C)A s.138(8).
(6)	EP(C)A s.99.
192(1)	EP(C)A s.138(3), Sch.13 para.19(3); WA s.9(4); TURERA s.31(1); Reserve Forces Act 1996 (c.14) Sch.10 para.17.
(2)	EP(C)A s.138A(1); TURERA s.31(2); CRTUPER Reg.14(5).
(3) to (5)	EP(C)A s.138A(2) to (4); TURERA s.31(2).
(6)	EP(C)A s.138A(7); TURERA s.31(2).
(7)	EP(C)A s.138A(5); TURERA s.31(2).
(8)	EP(C)A s.138A(7); TURERA s.31(2).
193(1)	EP(C)A s.138(4); TURERA Sch.7 para.3(b).
(2)	EP(C)A s.138(4); TURERA Sch.7 para.3(b); CRTUPER Regs.13(4), 14(4).
(3)	EP(C)A s.138(4).
194(1), (2)	EP(C)A s.139A(1); TURERA Sch.7 para.11.
(3)	EP(C)A s.139A(3)(b); TURERA Sch.7 para.11.
(4)	EP(C)A s.139A(2), (5); TURERA Sch.7 para.11.

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(5) to (7)	EP(C)A s.139A(4) to (6); TURERA Sch.7 para.11.
195(1) to (3)	EP(C)A s.139(1).
(4)	EP(C)A s.139(2), (3).
(5) to (8)	EP(C)A s.139(3) to (6).
(9), (10)	EP(C)A s.139(7).
(11), (12)	EP(C)A s.139(8), (9).
196(1)	EP(C)A s.141(1); TURERA Sch.8 para.22.
(2)	EP(C)A s.141(2).
(3)	BGLA Sch.5A para.22; EP(C)A s.141(2); Insolvency of Employer (Excluded Classes) Regulations 1983 (S.I. 1983/624) Reg.3(1); WA s.30(1); STA Sch.4 para.22; D&COA Sch.8; PA s.46(4)(b).
(4)	EP(C)A Sch.2 Pt.I paras.1, 2(4), Pt.III para.6(1) to (3).
(5)	EP(C)A s.141(5); WA s.30(2).
(6)	EP(C)A s.141(3), (4).
(7)	EP(C)A s.141(2A); Insolvency of Employer (Excluded Classes) Regulations 1983 (S.I. 1983/624) Reg.3(2); Insolvency of Employer (Excluded Classes) Regulations 1995 (S.I. 1995/278) Reg.3.
197(1)	EP(C)A s.142(1); EA 1980 s.8(2).
(2)	BGLA Sch.5A para.7(4); STA Sch.4 para.7(4); D&COA Sch.8.
(3) to (5)	EP(C)A s.142(2) to (4).
198	EP(C)A s.5(1)(a); TURERA Sch.4.
199(1)	EP(C)A s.144(1); WA s.30(3); TURERA Sch.8 para.23.
(2)	EP(C)A s.144(2).
(3)	EP(C)A Sch.2 Pt.I paras.1, 2(4), Pt.II paras.3, 4(3), Pt.III para.6(1) to (3); Dock Work Act 1989 (c.13) s.7(4).
(4), (5)	EP(C)A s.144(4), (5).
(6)	EP(C)A s.144(3).
200(1)	EP(C)A s.146(2); Insolvency of Employer (Excluded Classes)

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	Regulations 1983 (S.I. 1983/624) Reg.3(3).
(2)	EP(C)A s.146(3); Criminal Justice and Public Order Act 1994 (c.33) s.126.
201(1)	EP(C)A s.137(2); WA s.10(1).
(2)	EP(C)A s.137(1); WA s.10(1).
(3), (4)	EP(C)A s.137(3), (4); WA s.10.
(5)	EP(C)A s.137(2), (5); WA s.10(1).
202(1)	EP(C)A s.146A(1); TURERA Sch.7 para.5.
(2)	EP(C)A s.146A(2); TURERA Sch.7 para.5; CRTUPER Regs.13(5), 14(4).
203(1)	BGLA Sch.5A para.17(1); EP(C)A s.140(1); WA s.6(3); STA Sch.4 para.17(1); D&COA Sch.8; PA s.46(8).
(2)	BGLA Sch.5A para.17(2); EP(C)A s.140(2); WA s.6(3); TURERA s.39(1) (a), Sch.6 para.3(a); STA Sch.4 para.17(2); D&COA Sch.8; PA s.46(9).
(3), (4)	EP(C)A s.140(3), (4); WA s.6(4), (5); TURERA s.39(1)(b), Sch.6 para.3(b).
204(1)	EP(C)A s.153(5).
(2)	EP(C)A s.153(5); TURERA Sch.8 para.25(b).
205(1)	BGLA Sch.5A para.22; EP(C)A s.129; STA Sch.4 para.22; D&COA Sch.8; PA ss.45(4), 46(4)(a).
(2)	WA s.6(1).
206(1)	EP(C)A Sch.12 Pt.I para.2.
(2)	BGLA Sch.5A para.22; EP(C)A Sch.12 Pt.I para.1; STA Sch.4 para.22; D&COA Sch.8; PA s.46(4)(c).
(3)	EP(C)A Sch.12 Pt.I para.2.
(4), (5)	EP(C)A Sch.12 Pt.I para.3(1).
(6)	EP(C)A Sch.12 Pt.I para.3(2).
(7), (8)	EP(C)A Sch.12 Pt.I para.4(1).
(9)	EP(C)A Sch.12 Pt.I para.4(2).
207(1)	EP(C)A Sch.12 Pt.I para.5.
(2)	EP(C)A Sch.12 Pt.IV para.28.
(3)	EP(C)A Sch.12 Pt.I para.6.

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208(1) to (5)	EP(C)A s.148(1) to (5).
(6), (7)	EP(C)A s.148(6).
209(1)	EP(C)A s.149(1).
(2)	EP(C)A s.149(2); EA 1982 Sch.2 para.9(1)(b), Sch.3 Pt.II para.25; TURERA Sch.8 para.24; CRTUPER Reg.14(6).
(3)	EP(C)A s.149(2).
(4)	EP(C)A s.149(1)(b).
(5)	EP(C)A s.149(1)(c); EA 1982 Sch.2 para.9(1)(a); EA 1989 s.15(2).
(6)	EP(C)A Sch.2 Pt.III para.7(1); TURERA Sch.8 para.26(e).
(7)	EP(C)A s.149(2A); TURERA Sch.7 para.13; CRTUPER Reg.12(4).
(8)	EP(C)A s.149(3).
210(1), (2)	BGLA Sch.5A para.1(2); EP(C)A s.151(1); EA 1982 Sch.2 para.7(1); STA Sch.4 para.1(4); D&COA Sch.8.
(3)	BGLA Sch.5A para.1(2), (3); EP(C)A s.151(2); EA 1982 Sch.2 para.7(1); STA Sch.4 para.1(4), (5); D&COA Sch.8.
(4)	EP(C)A Sch.13 para.1(1); EA 1982 Sch.2 para.7(2); Employment Protection (Part-time Employees) Regulations 1995 (S.I. 1995/31) Reg.4(2).
(5)	EP(C)A Sch.13 para.1(3); EA 1982 Sch.2 para.7(1).
211	EP(C)A s.151(3) to (5); EA 1982 Sch.2 para.7(1).
212(1)	EP(C)A Sch.13 para.4.
(2)	EP(C)A Sch.13 para.10; EA 1980 Sch.1 para.31; TURERA Sch.8 para.31(b).
(3)	EP(C)A Sch.13 para.9(1); TURERA Sch.8 para.31(a).
(4)	EP(C)A Sch.13 para.9(2).
213(1)	EP(C)A Sch.13 para.11(1); EA 1982 Sch.3 Pt.II para.29.
(2), (3)	EP(C)A Sch.13 para.11(2), (3).
214(1) to (3)	EP(C)A Sch.13 para.12(1), (2).

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| (4) | EP(C)A Sch.13 para.12(1). |
| (5) | EP(C)A Sch.13 para.12(3). |
| 215(1) | EP(C)A Sch.13 para.1(2); EA 1982 Sch.2 para.7(2). |
| (2) | EP(C)A Sch.13 para.14(1); Social Security (Consequential Provisions) Act 1992 (c.6) Sch.2 para.51(1). |
| (3) | EP(C)A s.151(6)(a), Sch.13 para.14(3); EA 1982 Sch.2 para.7(1). |
| (4) | EP(C)A Sch.13 para.14(4); Social Security (Consequential Provisions) Act 1992 (c.6) Sch.2 para.51(2). |
| (5) | EP(C)A Sch.13 para.14(4). |
| (6) | EP(C)A Sch.13 para.14(6). |
| 216(1) | EP(C)A Sch.13 para.15(1). |
| (2) | EP(C)A s.151(6)(b), Sch.13 para.15(2), (3); EA 1982 Sch.2 para.7(1). |
| (3) | EP(C)A s.151(6)(b), Sch.13 para.15(4); EA 1982 Sch.2 para.7(1). |
| 217(1) | EP(C)A Sch.13 para.16(1); Reserve Forces (Safeguard of Employment) Act 1985 (c.17) Sch.4 para.6. |
| (2) | Interpretation Act 1978 (c.30) s.17(2) (a); EP(C)A s.151(6)(c); EA 1982 Sch.2 para.7(1). |
| 218(1) | EP(C)A Sch.13 para.17(1); EA 1982 Sch.3 Pt.I para.2(2); Health Authorities Act 1995 (c.17) Sch.1 para.103(3). |
| (2) to (5) | EP(C)A Sch.13 para.17(2) to (5). |
| (6) | EP(C)A Sch.13 para.18. |
| (7) | EP(C)A Sch.13 para.18A; EA 1982 Sch.3 Pt.I para.2(3). |
| (8) to (10) | EP(C)A Sch.13 para.18B; Health Authorities Act 1995 (c.17) Sch.1 para.103(3). |
| 219(1) | EP(C)A Sch.13 para.20(1). |
| (2) | EP(C)A Sch.13 para.20(2), (3) (“relevant conciliation powers”); TURERA Sch.7 para.14; Disability Discrimination Act 1995 (c.50) Sch.6 para.3(b). |
| (3) | EP(C)A Sch.13 para.20(3) (“relevant complaint of dismissal”); TURERA |

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- Sch.7 para.14(d); Disability
Discrimination Act 1995 (c.50) Sch.6
para.3(a).
- (4) EP(C)A Sch.13 para.20(3) (“relevant
compromise contract”); TURERA
Sch.7 para.14(d); Disability
Discrimination Act 1995 (c.50) Sch.6
para.3(c).
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- 221 EP(C)A Sch.14 Pt.II para.3.
- 222 EP(C)A Sch.14 Pt.II para.4.
- 223 EP(C)A Sch.14 Pt.II para.5.
- 224 EP(C)A Sch.14 Pt.II para.6.
- 225(1), (2) EP(C)A Sch.14 Pt.II para.7.
- (3) EP(C)A Sch.14 Pt.II para.7; EA 1980
Sch.1 para.33.
- (4) EP(C)A Sch.14 Pt.II para.7; CRTUPER
Reg.13(6).
- (5) EP(C)A Sch.14 Pt.II para.7; TURERA
Sch.8 para.32(a).
- 226(1) EP(C)A Sch.14 Pt.II para.7.
- (2) EP(C)A Sch.14 Pt.II para.7; TURERA
Sch.8 para.32(b).
- (3) EP(C)A Sch.2 Pt.I paras.1, 2(4), (5),
Sch.14 Pt.II para.7; EA 1982 Sch.3 Pt.II
para.30(2); TURERA Sch.8 para.26(a)
(iii).
- (4) EP(C)A Sch.14 Pt.II para.7.
- (5) EP(C)A Sch.2 Pt.I paras.3, 4(3), (4),
Sch.14 Pt.II para.7; EA 1982 Sch.3 Pt.II
para.30(2); TURERA Sch.8 para.26(b)
(ii).
- (6) EP(C)A Sch.14 Pt.II para.7.
- 227(1) EP(C)A Sch.14 Pt.II para.8(1);
Employment Protection (Increase of
Limits) Order 1995 (S.I. 1995/1953)
Art.3, Sch.
- (2) EP(C)A Sch.14 Pt.II para.8(2).
- (3) EP(C)A Sch.14 Pt.II para.8(3), (4); EA
1982 Sch.3 Pt.II para.30(3).
- (4) EP(C)A Sch.2 Pt.I paras.1, 2(4), Pt.II
paras.3, 4(3), Sch.14 Pt.II para.8(3), (4).

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228(1) to (3)	EP(C)A Sch.14 Pt.II para.9.
(4)	EP(C)A Sch.14 Pt.II para.12.
229(1)	EP(C)A Sch.14 Pt.II para.10.
(2)	EP(C)A Sch.14 Pt.II para.11.
230(1)	BGLA Sch.5A para.1(2); EP(C)A s.153(1) (“employee”); STA Sch.4 para.1(4); D&COA Sch.8; PA s.46(11).
(2)	BGLA Sch.5A para.1(2); EP(C)A s.153(1) (“contract of employment”); STA Sch.4 para.1(4); D&COA Sch.8; PA s.46(11).
(3)	WA s.8(1) (“worker”), (2).
(4)	BGLA Sch.5A para.1(2); EP(C)A s.153(1) (“employer”); WA s.8(1) (“employer”); STA Sch.4 para.1(4); D&COA Sch.8; PA s.46(11).
(5)	BGLA Sch.5A para.1(2); EP(C)A s.153(1) (“employment”); WA s.8(1) (“employment”, “employed”); STA Sch.4 para.1(4); D&COA Sch.8; PA s.46(11).
231	EP(C)A s.153(4); WA s.6(6); TURERA Sch.6 para.3(b).
232(1)	STA Sch.4 para.1(1) (“shop worker”).
(2)	STA Sch.4 para.1(1) (“shop work”).
(3)	STA Sch.4 para.1(1) (“shop”).
(4), (5)	STA Sch.4 para.1(2), (3).
(6)	STA Sch.4 para.1(1) (“retail trade or business”).
(7)	STA Sch.4 para.1(1) (“catering business”, “intoxicating liquor”).
(8)	STA Sch.4 para.1(1) (“notice period”, “opted-out”, “opting-in notice”, “opting-out notice”, “protected”).
233(1)	BGLA Sch.5A para.1(1) (“betting worker”); D&COA Sch.8.
(2)	BGLA Sch.5A para.1(1) (“betting work”); D&COA Sch.8.
(3)	BGLA Sch.5A para.1(1) (“betting transaction”); D&COA Sch.8.
(4)	BGLA Sch.5A para.1(1) (“bookmaker”); D&COA Sch.8.

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(5)	
(6)	BGLA Sch.5A para.1(1) (“notice period”, “opted-out”, “opting-in notice”, “opting-out notice”, “protected”); D&COA Sch.8.
234(1), (2)	EP(C)A Sch.14 Pt.I para.1.
(3)	EP(C)A Sch.14 Pt.I para.2.
235(1)	
“act”, “action”	BGLA Sch.5A para.1(2); EP(C)A s.153(1); STA Sch.4 para.1(4); D&COA Sch.8; PA s.46(11).
“basic award of compensation for unfair dismissal”	
“business”	EP(C)A s.153(1).
“childbirth”	EP(C)A s.153(1); TURERA Sch.8 para.25(a)(i).
“collective agreement”	EP(C)A s.153(1); TULR(C)A Sch.2 para.21(2)(a).
“conciliation officer”	
“dismissal procedures agreement”	EP(C)A s.153(1).
“employers’ association”	EP(C)A s.153(1); TULR(C)A Sch.2 para.21(2)(b).
“expected week of childbirth”	EP(C)A s.153(1); TURERA Sch.8 para.25(a)(ii).
“guarantee payment”, “independent trade union”, “job”	EP(C)A s.153(1).
“maternity leave period”	EP(C)A s.153(1); TURERA Sch.8 para.25(a)(iii).
“notified day of return”	EP(C)A s.153(1); TURERA Sch.8 para.25(a)(iv).
“position”, “redundancy payment”, “renewal”	EP(C)A s.153(1).
“statutory provision”	EP(C)A s.153(1); WA s.8(1).
“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).
“week”	EP(C)A ss.49(6), 153(1), Sch.13 para.24(1).
(2)	EP(C)A s.153(4A); TULR(C)A Sch.2 para.21(3).

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(3)	EP(C)A s.153(2).
(4)	EP(C)A ss.89(3), 92(5), Sch.13 para.24(1).
(5)	EP(C)A ss.89(3), 92(5), 110(9), Sch.3 para.6, Sch.13 para.24(1).
236(1)	BGLA Sch.5A para.11(6); EP(C)A s.154(1); STA Sch.4 para.11(6); D&COA Sch.8.
(2)	BGLA Sch.5A para.11(6); EP(C)A s.154(2); STA Sch.4 para.11(6); D&COA Sch.8.
(3)	EP(C)A ss.34(4), 35(5), 39(4), 73(6D), 75(2), 75A(8), 138A(6), 149(4), Sch.2 Pt.III para.7(2); TURERA ss.23(2), 31(2), Sch.2, Sch.5 paras.8(b), 9, Sch.7 para.16(a).
(4)	EP(C)A s.149(5); TURERA Sch.7 para.16(b).
(5)	EP(C)A s.154(3).
237	EP(C)A s.156(2).
238(1)	EP(C)A s.157(1).
(2)	EP(C)A s.157(1); EA 1982 Sch.2 para.9(2).
(3) to (5)	EP(C)A s.157(3).
(6)	EP(C)A s.157(4).
239(1)	EP(C)A s.158(1).
(2)	EP(C)A s.158(2); Employment Act 1990 (c.38) Sch.2 para.1(6).
(3), (4)	EP(C)A s.158(3).
(5)	EP(C)A s.158(4).
240	
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