



Employment Rights Act 1996

1996 CHAPTER 18

PART XI

REDUNDANCY PAYMENTS ETC.

CHAPTER IV

GENERAL EXCLUSIONS FROM RIGHT

157 Exemption orders.

- (1) Where an order under this section is in force in respect of an agreement covered by this section, an employee who, immediately before the relevant date, is an employee to whom the agreement applies does not have any right to a redundancy payment.
- (2) An agreement is covered by this section if it is an agreement between—
 - (a) one or more employers or organisations of employers, and
 - (b) one or more trade unions representing employees,under which employees to whom the agreement applies have a right in certain circumstances to payments on the termination of their contracts of employment.
- (3) Where, on the application of all the parties to an agreement covered by this section, the Secretary of State is satisfied, having regard to the provisions of the agreement, that the employees to whom the agreement applies should not have any right to a redundancy payment, he may make an order under this section in respect of the agreement.
- (4) The Secretary of State shall not make an order under this section in respect of an agreement unless the agreement indicates (in whatever terms) the willingness of the parties to it to submit to an [^{F1}employment tribunal] any question arising under the agreement as to—
 - (a) the right of an employee to a payment on the termination of his employment, or
 - (b) the amount of such a payment.

Status: Point in time view as at 06/04/2017.

Changes to legislation: Employment Rights Act 1996, Section 157 is up to date with all changes known to be in force on or before 24 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)

(5) An order revoking an earlier order under this section may be made in pursuance of an application by all or any of the parties to the agreement in question or in the absence of such an application.

^{F2}(6)

Textual Amendments

- F1** Words in s. 157(4) 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**
- F2** S. 157(6) repealed (15.12.1999) by 1999 c. 26, ss. 9, 44, Sch. 4 Pt. III para. 29, **Sch. 9(2)**; S.I. 1999/2830, art. 2(2)(3), Sch. 1 Pt. II, **Sch. 2 Pt. II** (with Sch. 3 paras. 10, 11)

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