

Changes to legislation: Workers (Predictable Terms and Conditions) Act 2023 is up to date with all changes known to be in force on or before 17 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) View outstanding changes

PROSPECTIVE

SCHEDULE

Section 1

AMENDMENTS OF OTHER LEGISLATION

PART 1

EXISTING LEGISLATION

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

- 1 In section 212A of the Trade Union and Labour Relations (Consolidation) Act 1992 (arbitration scheme for unfair dismissal cases etc), in subsection (1), after paragraph (za) insert—
- “(zb) section 80IC(1) or (3)(b), 80ID(1)(c), 80IH(1), 80II(2)(b) or 80IJ(1)(c) of that Act (predictable work pattern).”

Commencement Information

- I1** Sch. para. 1 not in force at Royal Assent, see s. 4(2)

Employment Tribunals Act 1996 (c. 17)

- 2 In section 18 of the Employment Tribunals Act 1996 (conciliation: relevant proceedings etc), in subsection (1)(b), after “80H,” insert “80ID, 80IJ,”.

Commencement Information

- I2** Sch. para. 2 not in force at Royal Assent, see s. 4(2)

Employment Rights Act 1996 (c. 18)

- 3 The Employment Rights Act 1996 is amended as follows.

Commencement Information

- I3** Sch. para. 3 not in force at Royal Assent, see s. 4(2)

- 4 After section 47E insert—

“47EA Predictable work pattern

- (1) A worker has the right not to be subjected to any detriment by any act, or any deliberate failure to act, by the worker’s employer done on the ground that the worker—

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- (a) made (or proposed to make) an application under section 80IA to the employer,
 - (b) brought proceedings against the employer under section 80ID, or
 - (c) alleged the existence of any circumstance which would constitute a ground for bringing such proceedings.
- (2) This section does not apply where—
- (a) the worker is an employee, and
 - (b) the detriment in question amounts to dismissal within the meaning of Part 10.”

Commencement Information

I4 Sch. para. 4 not in force at Royal Assent, see [s. 4\(2\)](#)

5 After section 47EA (as inserted by paragraph 4) insert—

“47EB Predictable work pattern: agency workers

- (1) An agency worker has the right not to be subjected to any detriment by any act, or any deliberate failure to act, by a temporary work agency or a hirer done on the ground that the agency worker—
- (a) made (or proposed to make) an application under section 80IF to the temporary work agency or (as the case may be) the hirer,
 - (b) brought proceedings against the temporary work agency or (as the case may be) the hirer under section 80IJ, or
 - (c) alleged the existence of any circumstance which would constitute a ground for bringing such proceedings.
- (2) This section does not apply where—
- (a) the agency worker is an employee, and
 - (b) the detriment in question amounts to dismissal within the meaning of Part 10.
- (3) In this section, “agency worker”, “hirer” and “temporary work agency” have the same meaning as in Chapter 3 of Part 8B (see section 80IL).”

Commencement Information

I5 Sch. para. 5 not in force at Royal Assent, see [s. 4\(2\)](#)

6 (1) Section 48 (enforcement) is amended as follows.

(2) After subsection (1B) insert—

“(1C) A worker may present a complaint to an employment tribunal that the worker has been subjected to a detriment in contravention of section 47EA.”

(3) After subsection (1C) (as inserted by sub-paragraph (2)) insert—

“(1D) An agency worker may present a complaint to an employment tribunal that the agency worker has been subjected to a detriment in contravention of section 47EB by a temporary work agency or a hirer.”

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(4) In subsection (2), for “or (1B)” substitute “, (1B) or (1C)”.

(5) In subsection (2A), after “(1AA)” insert “or (1D)”.

Commencement Information

I6 Sch. para. 6 not in force at Royal Assent, see [s. 4\(2\)](#)

7 (1) Section 49 (remedies) is amended as follows.

(2) In subsection (1), for “or (1B)” substitute “, (1B) or (1C)”.

(3) In subsection (1A), after “section 48(1AA)” insert “or (1D)”.

(4) At the end insert—

“(8) Where—

(a) the complaint is made under section 48(1C),

(b) the detriment to which the worker is subjected is the termination of the worker’s contract, and

(c) that contract is not a contract of employment,

any compensation must not exceed the compensation that would be payable under Chapter 2 of Part 10 if the worker had been an employee and had been dismissed for the reason specified in section 104CA.”

Commencement Information

I7 Sch. para. 7 not in force at Royal Assent, see [s. 4\(2\)](#)

8 (1) Section 80F (statutory right to request contract variation) is amended as follows.

(2) In subsection (2)—

(a) at the end of paragraph (a) insert “and”;

(b) omit paragraph (c) and the “and” preceding it.

(3) For subsection (4) substitute—

“(4) This section is subject to section [80IM](#) (which restricts the right to make multiple applications under this Part).”

(4) For alternative provision about the amendment of section 80F, see paragraphs [21](#) and [22](#) of this Schedule.

Commencement Information

I8 Sch. para. 8 not in force at Royal Assent, see [s. 4\(2\)](#)

9 After section 104C insert—

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“104CA Predictable work pattern

An employee who is dismissed is to be regarded for the purposes of this Part as unfairly dismissed if the reason (or, if more than one, the principal reason) for the dismissal is that the employee—

- (a) made (or proposed to make) an application under section 80IA or 80IF,
- (b) brought proceedings against the employer under section 80ID or 80IJ, or
- (c) alleged the existence of any circumstance which would constitute a ground for bringing such proceedings.”

Commencement Information

I9 Sch. para. 9 not in force at Royal Assent, see [s. 4\(2\)](#)

10 In section 105 (redundancy), after subsection (7BA) insert—

“(7BAA) This subsection applies if the reason (or, if more than one, the principal reason) for which the employee was selected for dismissal was one of those specified in section 104CA.”

Commencement Information

I10 Sch. para. 10 not in force at Royal Assent, see [s. 4\(2\)](#)

11 In section 108 (qualifying period of employment), in subsection (3), after paragraph (gi) insert—

“(gia) section 104CA applies.”.

Commencement Information

I11 Sch. para. 11 not in force at Royal Assent, see [s. 4\(2\)](#)

12 In section 192 (armed forces), in subsection (2)(e), after “104C,” insert “104CA,”.

Commencement Information

I12 Sch. para. 12 not in force at Royal Assent, see [s. 4\(2\)](#)

13 In section 194 (House of Lords staff), in subsection (2)(c), for “and 47E” substitute “, 47E and 47EA”.

Commencement Information

I13 Sch. para. 13 not in force at Royal Assent, see [s. 4\(2\)](#)

14 In section 195 (House of Commons staff), in subsection (2)(c), for “and 47E” substitute “, 47E and 47EA”.

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I14 Sch. para. 14 not in force at Royal Assent, see [s. 4\(2\)](#)

15 In section 199 (mariners), in subsection (2), after “47E,” insert “47EA,”.

Commencement Information

I15 Sch. para. 15 not in force at Royal Assent, see [s. 4\(2\)](#)

16 (1) Section 205A (employee shareholders) is amended as follows.

(2) In subsection (2), after paragraph (b) insert—

“(ba) the right to make an application under section [80IA](#) (request for predictable work pattern),”.

(3) After subsection (8) insert—

“(8A) The reference in subsection (2)(ba) to making an application under section [80IA](#) does not include a reference to making an application within the period of 14 days beginning with the day on which the employee shareholder returns to work from a period of parental leave under regulations under section 76.”

Commencement Information

I16 Sch. para. 16 not in force at Royal Assent, see [s. 4\(2\)](#)

17 In section 225 (calculation date for purposes of working out a week’s pay), at the end insert—

“(7) Where the calculation is for the purposes of section [80IE](#), the calculation date is the day on which the application under section [80IA](#) was made.

(8) Where the calculation date is for the purposes of section [80IK](#), the calculation date is the day on which the application under section [80IF](#) was made.”

Commencement Information

I17 Sch. para. 17 not in force at Royal Assent, see [s. 4\(2\)](#)

18 In section 227 (maximum amount of week’s pay), in subsection (1), after paragraph (za) insert—

“(zb) an award of compensation under section [80IE\(1\)\(b\)](#),
(zc) an award of compensation under section [80IK\(1\)\(b\)](#),”.

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I18 Sch. para. 18 not in force at Royal Assent, see [s. 4\(2\)](#)

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- 19 In section 235 (other definitions), in subsection (1), in paragraph (b) of the definition of “week”, after “80EA” insert “, 80IG(2) and (3)”.

Commencement Information

- I19 Sch. para. 19 not in force at Royal Assent, see s. 4(2)

- 20 In section 236 (orders and regulations), in subsection (3) (instruments subject to affirmative procedure), after “80G,” insert “80IC, 80IH,”.

Commencement Information

- I20 Sch. para. 20 not in force at Royal Assent, see s. 4(2)

Commencement Information

- I3 Sch. para. 3 not in force at Royal Assent, see s. 4(2)
 I4 Sch. para. 4 not in force at Royal Assent, see s. 4(2)
 I5 Sch. para. 5 not in force at Royal Assent, see s. 4(2)
 I6 Sch. para. 6 not in force at Royal Assent, see s. 4(2)
 I7 Sch. para. 7 not in force at Royal Assent, see s. 4(2)
 I8 Sch. para. 8 not in force at Royal Assent, see s. 4(2)
 I9 Sch. para. 9 not in force at Royal Assent, see s. 4(2)
 I10 Sch. para. 10 not in force at Royal Assent, see s. 4(2)
 I11 Sch. para. 11 not in force at Royal Assent, see s. 4(2)
 I12 Sch. para. 12 not in force at Royal Assent, see s. 4(2)
 I13 Sch. para. 13 not in force at Royal Assent, see s. 4(2)
 I14 Sch. para. 14 not in force at Royal Assent, see s. 4(2)
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 I18 Sch. para. 18 not in force at Royal Assent, see s. 4(2)
 I19 Sch. para. 19 not in force at Royal Assent, see s. 4(2)
 I20 Sch. para. 20 not in force at Royal Assent, see s. 4(2)

PART 2

LEGISLATION IN PARLIAMENT AT THE SAME TIME AS THIS ACT

Employment Relations (Flexible Working) Act 2023

- 21 (1) This paragraph makes provision to deal with the consequences of this Act coming into force before the Employment Relations (Flexible Working) Act 2023.
- (2) In section 1 of the Employment Relations (Flexible Working) Act 2023 (flexible working), omit subsections (2) and (3) (which are superseded by the provision made by paragraph 8 of this Schedule).
- (3) Omit paragraph 22 of this Schedule.

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Commencement Information

I21 Sch. para. 21 not in force at Royal Assent, see [s. 4\(2\)](#)

- 22 (1) This paragraph makes provision to deal with the consequences of the Employment Relations (Flexible Working) Act 2023 coming into force before this Act.
- (2) Omit paragraph 8 of this Schedule.
- (3) In section 80F (statutory right to request contract variation), for subsections (4) to (4B) (inserted by section 1(3) of the Employment Relations (Flexible Working) Act 2023) substitute—
- “(4) This section is subject to section [80IM](#) (which restricts the right to make multiple applications under this Part).”
- (4) Omit paragraph 21 of this Schedule.

Commencement Information

I22 Sch. para. 22 not in force at Royal Assent, see [s. 4\(2\)](#)

Commencement Information

I21 Sch. para. 21 not in force at Royal Assent, see [s. 4\(2\)](#)

I22 Sch. para. 22 not in force at Royal Assent, see [s. 4\(2\)](#)

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Changes and effects yet to be applied to :

- Sch. para. 8 omitted by [2023 c. 46 Sch. para. 22\(2\)](#)
- Sch. para. 21 omitted by [2023 c. 46 Sch. para. 22\(4\)](#)
- Sch. para. 22 omitted (cond.) by [2023 c. 46 Sch. para. 21\(3\)](#) (This amendment not applied to legislation.gov.uk. The omission of 2023 c. 46, Sch. para. 22 was to come into force if 2023 c. 46 came into force before 2023 c. 33. 2023 c. 33 has been brought into force (6.4.2024) by S.I. 2024/438, reg. 2.)