
STATUTORY INSTRUMENTS

2004 No. 1682

TERMS AND CONDITIONS OF EMPLOYMENT

The Redundancy Payments (Continuity of Employment in Local Government, etc.) (Modification) (Amendment) Order 2004

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|-------------------------------|---------|------------------------|
| <i>Made</i> | - - - - | <i>30th June 2004</i> |
| <i>Laid before Parliament</i> | | <i>5th July 2004</i> |
| <i>Coming into force</i> | - - | <i>1st August 2004</i> |

The Secretary of State, in exercise of the powers conferred by section 209(1)(b) of the Employment Rights Act 1996(1), hereby makes the following Order:

Citation, commencement and interpretation

1.—(1) This Order may be cited as the Redundancy Payments (Continuity of Employment in Local Government, etc.) (Modification) (Amendment) Order 2004 and shall come into force on 1st August 2004.

(2) In this Order, “the principal Order” means the Redundancy Payments (Continuity of Employment in Local Government, etc.) (Modification) Order 1999(2).

Amendments to the Principal Order

2.—(1) The principal Order shall be amended as follows.

(2) In section 2 (planning and development) of Schedule 1 (employment to which this Order applies: employers immediately before the relevant event)—

(a) after paragraph 4 insert—

“**4A.** Dewsbury Partnership Limited.”;

(b) after paragraph 37 insert—

“**37A.** Manchester Investment and Development Agency Service Limited (MIDAS).”;

(c) after paragraph 47 add—

“**48.** Aire-Wharfe Community Housing Trust Limited.

49. Bradford Building Services Limited.

(1) 1996 c. 18.

(2) S.I.1999/2277; relevant amending instruments are S.I. 2001/866 and S.I. 2002/532.

- 50. Bradford Community Housing Trust Limited.
 - 51. Bradford West City Community Housing Trust Limited.
 - 52. Coast & County Housing Limited.
 - 53. Dumfries and Galloway Housing Partnership Limited.
 - 54. East Bradford Community Housing Trust Limited.
 - 55. Knowsley Housing Trust.
 - 56. North Bradford Community Housing Trust Limited.
 - 57. Northern Housing Consortium Limited.
 - 58. Shipley Community Housing Trust Limited.
 - 59. South Bradford Community Housing Trust Limited.
 - 60. Sunderland Housing Group.”.
- (3) In section 3 (education) of Schedule 1—
- (a) in paragraph 8 for “a city academy” substitute “an Academy”;
 - (b) after paragraph 21 insert—
 - “**21A.** The Centre for Literacy in Primary Education.
 - 21B.** Connexions Lancashire Limited.”;
 - (c) after paragraph 31 add—
 - “**32.** Shetland Arts Trust.
 - 33.** VT Four S Limited.”.
- (4) In section 4 (careers guidance) of Schedule 1—
- (a) after paragraph 15 insert—
 - “**15A.** Coventry, Solihull and Warwickshire Partnership Limited.”;
 - (b) after paragraph 41 insert—
 - “**41A.** Oldham Education Business and Guidance Services.”.
- (5) In section 8 (social services) of Schedule 1—
- (a) after paragraph 1 insert—
 - “**1A.** Forfarshire Society for the Blind.
 - 1B.** Harlow Welfare Rights & Advice.”;
 - (b) after paragraph 4 insert—
 - “**4ZA.** The Scottish Commission for the Regulation of Care.
 - 4ZB.** The Scottish Social Services Council.
 - 4ZC.** Shetland Council of Social Services.”.
- (6) In section 10 (miscellaneous bodies) of Schedule 1—
- (a) for paragraph 1 substitute—

- “**1.** A valuation tribunal in Wales established under the Local Government Finance Act 1988**(3)**.”;
- (b) delete paragraph 2;
- (c) after paragraph 4 insert—
- “**4A.** A local probation board within the meaning of the Criminal Justice and Court Services Act 2000**(4)**.”;
- (d) for paragraphs 6 and 6A substitute—
- “**6.** Blyth Valley Arts and Leisure Limited.
- 6A.** The Business Shop—Angus Limited.
- 6B.** The Care Standards Inspectorate for Wales.
- 6C.** The Children and Family Court Advisory and Support Service.”;
- (e) after paragraph 8A insert—
- “**8B.** CV One Limited.”;
- (f) after paragraph 9 insert—
- “**9ZA.** East End Partnership Limited.”;
- (g) after paragraph 11 insert—
- “**11A.** Herefordshire Community Leisure Trust.”;
- (h) after paragraph 13 insert—
- “**13A.** The Islesburgh Trust.
- 13B.** Kirklees Active Leisure Trust.”;
- (i) after paragraph 19 insert—
- “**19A.** Oldham Community Leisure Limited.
- 19B.** Renfrewshire Leisure Limited.
- 19C.** Salford Community Leisure Limited.
- 19D.** Sandwell Sport and Leisure Trust.”;
- (j) for paragraph 22 substitute—
- “**22.** Scottish Water.”;
- (k) after paragraph 22 insert—
- “**22A.** Shetland Recreational Trust.”;
- (l) after paragraph 24 insert—
- “**24A.** Tameside Sports Trust.
- 24B.** Tees Active Limited.
- 24C.** The Valuation Tribunal Service.
- 24D.** The Water Industry Commissioner for Scotland.”;
- (m) after paragraph 25 add—

(3) 1988 c. 41.

(4) 2000 c. 43.

Status: This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

“26. Wigan Leisure and Culture Trust.”.

(7) In section 9 (miscellaneous) of Part II of Schedule 2 (employers with whom employment may constitute relevant service), after paragraph 4 insert—

“4A. A valuation tribunal in England established under the Local Government Finance Act 1988.”.

Gerry Sutcliffe,
Parliamentary Under Secretary of State for
Employment Relations, Competition and
Consumers,
Department of Trade and Industry

30th June 2004

EXPLANATORY NOTE

(This note is not part of the Order)

The Redundancy Payments (Continuity of Employment in Local Government, etc.) (Modification) Order 1999 (“the principal Order”) modifies certain provisions of the Employment Rights Act 1996 concerning redundancy payments in their application to individuals employed by certain local government employers or other employers in related sectors. The effect of the modifications is that an individual’s service with a succession of employers is treated as if it were continuous for the purposes of those provisions.

The main effect of this Order is to amend the principal Order by adding to the list of bodies set out in Schedule 1 to the principal Order, to whose employees that order applies. Numerous bodies have been added: see articles 2(2) to 2(6) of this Order.

This Order also amends the principal Order by adding valuation tribunals in England established under the Local Government Finance Act 1988 to the list of employers, set out in Part II of Schedule 2 to the principal Order, service with whom is to be treated as part of an individual’s continuous employment: see article 2(7) of this Order.

A full regulatory impact assessment has not been produced for this instrument as it has no impact on the costs of business.