



# Wages Act 1986

1986 CHAPTER 48

**U.K.**

An Act to make fresh provision with respect to the protection of workers in relation to the payment of wages; to make further provision with respect to wages councils; to restrict redundancy rebates to employers with less than ten employees and to abolish certain similar payments; and for connected purposes. [25th July 1986]

Be it enacted the Queen's most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

## Modifications etc. (not altering text)

**C1** Act amended by [S.I. 1987/863, reg. 3\(3\)](#) and [S.I. 1987/1852, reg. 3\(3\)](#)

## Commencement Information

**II** Act partly in force at Royal Assent: see [s. 33\(5\)](#); Act wholly in force at 1.1.1987.

## <sup>F1</sup>PART I **E+W+S**

## Textual Amendments

**F1** [Pt. I](#) (ss. 1-11) repealed (22.8.1996) by [1996 c. 18, ss. 242, 243, Sch. 3 Pt. I](#) (with [ss. 191-195, 202](#)) and subject to an amendment to [s. 9\(4\)](#) (1.4.1997) by [1996 c. 14, s. 131\(1\), Sch. 10 para. 20](#) (with [s. 72\(5\); S.I. 1997/305, art. 2\(1\)](#))

---

**Changes to legislation:** There are currently no known outstanding effects for the Wages Act 1986. (See end of Document for details)

---

## <sup>F12</sup>PART II **E+W+S**

### Textual Amendments

**F12** Part II (Ss. 12-27) repealed (30.8.1993) by 1993 c. 19, ss. 35, 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1**.

*Scope of operation of wages councils*

*Wages orders*

*Enforcement*

---

*Changes to legislation: There are currently no known outstanding effects for the Wages Act 1986. (See end of Document for details)*

---

**PART III U.K.**

REDUNDANCY REBATES, ETC.

**27** ..... <sup>F13</sup> **E+W+S**

**Textual Amendments**

**F13** S. 27 repealed by [Employment Act 1989 \(c. 38, SIF 43:1\)](#), s. 29(4), **Sch. 7 Pt. II**

<sup>F14</sup>**28** ..... **E+W+S**

**Textual Amendments**

**F14** S. 28 repealed (22.8.1996) by [1996 c. 18, ss. 242, 243, Sch. 3 Pt. I](#) (with ss. 191-195, 202)

<sup>F15</sup>**29** ..... **N.I.**

**Textual Amendments**

**F15** S. 29 repealed (22.8.1996) by [1996 c. 18, ss. 242, 243, Sch. 3 Pt. I](#) (with ss. 191-195, 202)

**PART IV U.K.**

GENERAL

<sup>F16</sup>**30** ..... **E+W+S**

**Textual Amendments**

**F16** S. 30 repealed (22.8.1996) by [1996 c. 18, ss. 242, 243, Sch. 3 Pt. I](#) (with ss. 191-195, 202)

<sup>F17</sup>**31** ..... **E+W+S**

**Textual Amendments**

**F17** S. 31 repealed (22.8.1996) by [1996 c. 18, ss. 242, 243, Sch. 3 Pt. I](#) (with ss. 191-195, 202)

<sup>F18</sup>**32** ..... **U.K.**

---

*Changes to legislation: There are currently no known outstanding effects for the Wages Act 1986. (See end of Document for details)*

---

.....  
**Textual Amendments**

**F18** S. 32 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

<sup>F19</sup>**33** ..... **U.K.**

.....  
**Textual Amendments**

**F19** S. 33 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

---

*Changes to legislation: There are currently no known outstanding effects for the Wages Act 1986. (See end of Document for details)*

---

## SCHEDULES

### <sup>F20</sup>SCHEDULE 1 **E+W+S**

---

#### Textual Amendments

**F20** Sch. 1 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

### <sup>F21</sup>SCHEDULE 2 **E+W+S**

---

#### Textual Amendments

**F21** Schs. 2 and 3 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1**.

### <sup>F23</sup>SCHEDULE 3 **E+W+S**

---

#### Textual Amendments

**F23** Schs. 2 and 3 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1**.

### SCHEDULE 4 **U.K.**

Section 32(1)

#### MINOR AND CONSEQUENTIAL AMENDMENTS

#### *COAL MINES REGULATION ACT 1908 (C.57)*

<sup>F24</sup><sub>1</sub> .....

---

#### Textual Amendments

**F24** Sch. 4 para. 1 repealed (20.11.1993) by Coal Industry Act 1992 (c. 17), s. 3(3), **Sch. Pt.II**; S.I. 1993/2514, **art.2**.

*Changes to legislation: There are currently no known outstanding effects for the Wages Act 1986. (See end of Document for details)*

F25<sup>2</sup> .....

**Textual Amendments**

**F25** Sch. 4 para. 2 repealed (20.11.1993) by Coal Industry Act 1992 (c. 17), s. 3(3), **Sch. Pt.II**; S.I. 1993/2514, art.2.

*MINES AND QUARRIES ACT 1954 (C.70)*

F26<sup>3</sup> .....

**Textual Amendments**

**F26** Sch. 4 para. 3 repealed (20.11.1993) by Coal Industry Act 1992 (c. 17), s. 3(3), **Sch. Pt.II**; S.I. 1993/2514, art.2.

*ATTACHMENT OF EARNINGS ACT 1971 (C.32)*

F27<sup>4</sup> .....

**Textual Amendments**

**F27** Sch. 4 para. 4 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

*HOUSE OF COMMONS DISQUALIFICATION ACT 1975 (C.24)*

F28<sup>5</sup> .....

**Textual Amendments**

**F28** Sch. 4 paras. 5-7 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch. 10**; S.I. 1993/1908, art. 2(1), **Sch.1**.

*NORTHERN IRELAND ASSEMBLY DISQUALIFICATION ACT 1975 (C.25)*

F29<sup>6</sup> .....

**Textual Amendments**

**F29** Sch. 4 paras. 5-7 repealed (30.8.1993) by 1993 c.19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch. 1**.

*EMPLOYMENT PROTECTION (CONSOLIDATION) ACT 1978 (C.44)*

F30<sup>7</sup> .....

**Textual Amendments**

**F30** Sch. 4 paras. 5-7 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1**.

*Changes to legislation: There are currently no known outstanding effects for the Wages Act 1986. (See end of Document for details)*

8 ..... F31

**Textual Amendments**

**F31** Sch. 4 paras. 8 and 11 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. II**

F32<sup>9</sup> .....

**Textual Amendments**

**F32** Sch. 4 para. 9 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

F33<sup>10</sup> .....

**Textual Amendments**

**F33** Sch. 4 para. 10 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

11 ..... F34

**Textual Amendments**

**F34** Sch. 4 paras. 8 and 11 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. II**

F35 SCHEDULE 5 **U.K.**

**Textual Amendments**

**F35** Sch. 5 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

SCHEDULE 6 **E+W+S**

Section 32(3).

TRANSITIONAL PROVISIONS AND SAVINGS

*Members and officers of wages councils*

F36<sup>1</sup>

*Changes to legislation: There are currently no known outstanding effects for the Wages Act 1986. (See end of Document for details)*

**Textual Amendments**

**F36** Sch. 6 paras. 1-8 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch. 10**; S.I. 1993/1908, art. 2(1), **Sch. 1**

*Enforcement officers appointed by Secretary of State*

F37<sub>2</sub>

**Textual Amendments**

**F37** Sch. 6 paras. 1-8 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch. 1**.

*Anticipatory exercise of powers relating to making of orders*

F38<sub>3</sub>

**Textual Amendments**

**F38** Sch. 6 paras. 1-8 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch. 1**.

*Failure to pay minimum remuneration occurring before commencement of Part II*

F39<sub>4</sub>

**Textual Amendments**

**F39** Sch. 6 paras. 1-8 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch. 1**.

*General saving for accrued rights and related provisions of 1979 Act*

F40<sub>5</sub>

**Textual Amendments**

**F40** Sch. 6 paras. 1-8 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch. 1**.



---

*Changes to legislation: There are currently no known outstanding effects for the Wages Act 1986. (See end of Document for details)*

---

*Power to preserve accrued rights under wages orders*

.....

F41<sup>6</sup>

**Textual Amendments**

**F41** Sch. 6 paras. 1-8 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch. 10**; S.I. 1993/1908, art. 2(1), **Sch.1**.

*Exemption orders*

.....

F42<sup>7</sup>

**Textual Amendments**

**F42** Sch. 6 paras. 1-8 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1**.

*References to trade boards*

.....

F43<sup>8</sup>

**Textual Amendments**

**F43** Sch. 6 paras. 1-8 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch. 10**; S.I. 1993/1908, art. 2(1), **Sch.1**.

F44  
.....

9

**Textual Amendments**

**F44** Sch. 6 para. 9 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. II**

*Payments equivalent to redundancy rebates*

.....

F45<sup>10</sup>

---

**Changes to legislation:** There are currently no known outstanding effects for the Wages Act 1986. (See end of Document for details)

---

.....

**Textual Amendments**

**F45** Sch. 6 para. 10 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

**Changes to legislation:**

There are currently no known outstanding effects for the Wages Act 1986.