



Employment Protection (Consolidation) Act 1978

CHAPTER 44

EMPLOYMENT PROTECTION (CONSOLIDATION) ACT 1978

PART I

PARTICULARS OF TERMS OF EMPLOYMENT

Written particulars of terms of employment

- 1 Written particulars of terms of employment.
- 2 Supplementary provisions relating to statements under s. 1.
- 2A Particulars of disciplinary procedures not required where less than 20 employees.
- 3 Statement to include note about disciplinary procedures.
- 4 Changes in terms of employment.
- 5 Exclusion of certain contracts in writing.
- 5A Employees becoming or ceasing to be excluded from ss. 1 to 4.
- 6 Power of Secretary of State to require further particulars.
- 7

Itemised pay statements

- 8 Right to itemised pay statement.
- 9 Standing statement of fixed deductions.
- 10 Power to amend ss. 8 and 9.

Enforcement of rights under Part I

- 11 References to industrial tribunals.

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

PART II

RIGHTS ARISING IN COURSE OF EMPLOYMENT

Guarantee payments

- 12 Right to guarantee payment.
- 13 General exclusions from right under s. 12.
- 14 Calculation of guarantee payment.
- 15 Limits on amount of and entitlement to guarantee payment.
- 16 Supplementary provisions relating to guarantee payments.
- 17 Complaint to industrial tribunal.
- 18 Exemption orders.

Suspension from work on medical grounds

- 19 Right to remuneration on suspension on medical grounds.
- 20 General exclusions from right under s. 19.
- 21 Calculation of remuneration.
- 22 Complaint to industrial tribunal.

Right not to suffer detriment in health and safety cases

- 22A Right not to suffer detriment in health and safety cases.
- 22AA Right of employee representatives not to suffer detriment.
- 22B Proceedings for contravention of section 22A.
- 22C Remedies.

Trade union membership and activities

- 23 Trade union membership and activities.
- 24 Complaint to industrial tribunal.
- 25 Supplementary provisions relating to complaints under s. 24.
- 26 Assessment of compensation on a complaint under s. 24.
- 26A Awards against third parties.

Time off work

- 27 Time off for carrying out trade union duties.
- 28 Time off for trade union activities.
- 29 Time off for public duties.
- 30 Provisions as to industrial tribunals.
- 31 Time off to look for work or make arrangements for training.
- 31A Time off for ante-natal care.
- 31AA Time off for employee representatives.
- 32 Provisions supplementary to ss. 27 to 31A.

PART III

MATERNITY

General right to maternity leave

- 34 Commencement of maternity leave period.
- 35 Duration of maternity leave period.
- 36 Notice of commencement of leave.
- 37 Requirement to inform employer of pregnancy etc.

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

- 37A Requirement to inform employer of return during maternity leave period.
- 38 Special provision where redundancy during maternity leave period.
- 38A Contractual right to maternity leave.

Right to return to work

- 39 Right to return to work.
- 40 Requirement to give notice of return to employer.
- 41 Special provision where redundancies occur before return to work.
- 42 Exercise of right to return to work.
- 43 Supplementary.
- 44 Contractual rights.

General provisions

- 33 Rights of employee in connection with pregnancy and confinement.
- 34—44
- 45 Right to return to work.
- 46 Enforcement of rights under s. 45.
- 47 Exercise of right to return to work.
- 48 Contractual right to return to work.

PART IV

TERMINATION OF EMPLOYMENT

- 49 Rights of employer and employee to a minimum period of notice.
- 50 Rights of employee in period of notice.
- 51 Measure of damages in proceedings against employers.
- 52 Statutory contracts.
- 53 Written statement of reasons for dismissal.

PART V

UNFAIR DISMISSAL

Right not to be unfairly dismissed

- 54 Right of employee not to be unfairly dismissed.

Meaning of unfair dismissal

- 55 Meaning of “dismissal”.
- 56 Failure to permit woman to return to work after confinement treated as dismissal.
- 56A Exclusion of s. 56 in certain cases.
- 57 General provisions relating to fairness of dismissal.
- 57A Dismissal in health and safety cases.
- 57AA Dismissal of employee representatives.
- 58 Dismissal relating to trade union membership.
- 58A
- 59 Dismissal on ground of redundancy.
- 60 Dismissal on ground of pregnancy.
- 60A Dismissal on grounds of assertion of statutory right.
- 61 Dismissal of replacement.
- 62 Dismissal in connection with a lock-out, strike or other industrial action.

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

- 62A Dismissal of those taking part in unofficial industrial action.
- 63 Pressure on employer to dismiss unfairly.

Exclusion of section 54

- 64 Qualifying period and upper age limit.
- 64A Extended qualifying period where no more than twenty employees.
- 65 Exclusion in respect of dismissal procedures agreement.
- 66 Revocation of exclusion order under s. 65.

Remedies for unfair dismissal

- 67 Complaint to industrial tribunal.
- 68 Remedies for unfair dismissal.
- 69 Order for reinstatement or re-engagement.
- 70 Supplementary provisions relating to s. 69.
- 71 Enforcement of s. 69 order and compensation.

Amount of compensation

- 72 Compensation for unfair dismissal.
- 72A Reduction of compensation: matters to be disregarded.
- 73 Calculation of basic award.
- 74 Calculation of compensatory award.
- 75 Limit on compensation.
- 75A Calculation of special award.
- 76 Compensation for act which is both sex or racial discrimination (or both) and unfair dismissal.
- 76A Awards against third parties.
- 76B,
- 76C

Interim relief

- 77 Interim relief pending determination of complaint of unfair dismissal.
- 77A Procedure on hearing of application and making of order.
- 78 Orders for continuation of contract of employment.
- 78A Application for variation or revocation of order.
- 79 Supplementary provisions relating to interim relief.

Teachers in aided schools

- 80 Teacher in aided school dismissed on requirement of local education authority.

PART VI

REDUNDANCY PAYMENTS

Right to redundancy payment

- 81 General provisions as to right to redundancy payment.
- 82 General exclusions from right to redundancy payment.
- 83 Dismissal by employer.
- 84 Renewal of contract or re-engagement.
- 85 Employee anticipating expiry of employer's notice.

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

- 86 Failure to permit woman to return to work after confinement treated as dismissal.
- 87 Lay-off and short-time.
- 88 Right to redundancy payment by reason of lay-off or short-time.
- 89 Supplementary provisions relating to redundancy payments in respect of lay-off or short-time.
- 90 The relevant date.
- 91 Reference of questions to tribunal.
- 92 Special provisions as to termination of contract in cases of misconduct or industrial dispute.
- 93 Implied or constructive termination of contract.
- 94 Change of ownership of business.
- 95 Transfer to Crown employment.
- 96 Exemption orders.
- 97
- 98 Exclusion or reduction of redundancy payment on account of pension rights.
- 99 Public offices, etc.
- 100 Domestic servants.
- 101 Claims for redundancy payments.
- 102 Written particulars of redundancy payment.

Redundancy Fund

- 103
- 104
- 104A
- 105
- 106 Payments out of fund to employees.
- 107 Supplementary provisions relating to applications under s. 106.
- 108 References to tribunal relating to payments under s. 106.
- 109

Miscellaneous and supplemental

- 110 Strike during currency of employer's notice to terminate contract.
- 111 Payments equivalent to redundancy rebates in respect of civil servants, etc.
- 112 References to tribunal relating to equivalent payments.
- 113
- 114 Meaning of "Government of overseas territory".
- 115 Application of Part VI to employment not under contract of employment.
- 116 Provision for treating termination of certain employments by statute as equivalent to dismissal.
- 117 Employees paid by person other than employer.
- 118 Statutory compensation schemes.
- 119 Provisions as to notices.
- 120 Offences.

PART VII

INSOLVENCY OF EMPLOYER

- 121

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

- 122 Employee's rights on insolvency of employer.
- 123 Payment of unpaid contributions to occupational pension scheme.
- 124 Complaint to industrial tribunal.
- 125 Transfer to Secretary of State of rights and remedies.
- 126 Power of Secretary of State to obtain information in connection with applications.
- 127 Interpretation of ss. 122 to 126.

PART VIII

RESOLUTION OF DISPUTES RELATING TO EMPLOYMENT

Industrial tribunals

- 128 Industrial tribunals.
- 129 Remedy for infringement of certain rights under this Act.
- 130 Jurisdiction of referees to be exercised by tribunals.
- 131 Power to confer jurisdiction on industrial tribunals in respect of damages, etc., for breach of contract of employment.

Recoupment of certain benefits

- 132 Recoupment of unemployment benefit and supplementary benefit.

Conciliation officers

- 133 General provisions as to conciliation officers.
- 134 Functions of conciliation officers on complaint under s. 67.

Employment Appeal Tribunal

- 135 Employment Appeal Tribunal.
- 136 Appeals to Tribunal from industrial tribunals and Certification Officer.
- 136A Restriction of vexatious proceedings.

PART IX

MISCELLANEOUS AND SUPPLEMENTAL

Extension of employment protection legislation

- 137 Power to extend employment protection legislation.

Crown employment

- 138 Application of Act to Crown employment.
- 138A Application of Act to armed forces.

House of Commons staff

- 139 Provisions as to House of Commons staff.

House of Lords staff

- 139A Provisions as to House of Lords staff.

Contracting out of provisions of Act

- 140 Restrictions on contracting out.

Status: Point in time view as at 01/02/1991.

*Changes to legislation: There are currently no known outstanding effects for the
Employment Protection (Consolidation) Act 1978. (See end of Document for details)*

Excluded classes of employment

- 141 Employment outside Great Britain.
- 142 Contracts for a fixed term.
- 143
- 144 Mariners.
- 145
- 146 Miscellaneous classes of employment.
- 146A National Security.
- 147

Supplementary provisions

- 148 Review of limits.
- 149 General power to amend Act.
- 150 Death of employee or employer.
- 151 Computation of period of continuous employment.
- 152 Calculation of normal working hours and a week's pay.
- 153 Interpretation.
- 154 Orders, rules and regulations.
- 155 Offences by bodies corporate.
- 156 Payments into the Consolidated Fund.
- 157 Northern Ireland.
- 158 The Isle of Man.
- 159 Transitional provisions, savings, consequential amendments and repeals.
- 160 Citation, commencement and extent.

SCHEDULES

SCHEDULE 1 — Provisions Leading to Suspension on Medical Grounds

- 1—6
- 7, 8
- 9
- 10
- 11
- 12
- 13—15

SCHEDULE 2 — Supplementary Provisions Relating to Maternity

Part I — UNFAIR DISMISSAL

Introductory

- 1 References in this Part to provisions of this Act relating...

Adaptation of unfair dismissal provisions

- 2 (1) Section 57 shall have effect as if for subsection...

Part II — REDUNDANCY PAYMENTS

Introductory

- 3 References in this Part to provisions of this Act relating...

Status: Point in time view as at 01/02/1991.
Changes to legislation: There are currently no known outstanding effects for the
Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Adaptation of redundancy payments provisions

4 (1) References in Part VI of this Act shall be...

Prior redundancy

5 If, in proceedings arising out of a failure to permit...
Part III — GENERAL

Dismissal during period of absence

6 (1) This paragraph applies to the dismissal of an employee...

Power to amend or modify

7 (1) The Secretary of State may by order amend the...

SCHEDULE 3 — Rights of Employee in Period of Notice

Preliminary

1 In this Schedule the “period of notice” means the period...

Employments for which there are normal working hours

2 (1) If an employee has normal working hours under the...

Employments for which there are no normal working hours

3 (1) If an employee does not have normal working hours...

Sickness or industrial injury benefit

4 (1) The following provisions of this paragraph shall have effect...

Absence on leave granted at request of employee

5 The employer shall not be liable under the foregoing provisions...

Notice given before a strike

6 No payment shall be due under this Schedule in consequence...

Termination of employment during period of notice

7 (1) If, during the period of notice, the employer breaks...

SCHEDULE 4 — Calculation of Redundancy Payments

1 The amount of a redundancy payment to which an employee...
2 Subject to paragraphs 3 and 4, the amount of the...
3 Where, in reckoning the number of years of employment in...
4 (1) Where in the case of an employee the relevant...
5 For the purposes of any provision contained in Part VI...
6 The preceding provisions of this Schedule shall have effect without...
7

SCHEDULE 5 — National Health Service Employers

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

- 1 A Regional Health Authority, District Health Authority Family Practitioner Committee,...
- 2 The Dental Estimates Board.
- 3 Any joint committee constituted under section 2(11) of the National...
- 4 The Public Health Laboratory Service Board.
- 5 A State Hospital Management Committee.

SCHEDULE 6 —

SCHEDULE 7 — Calculation of Payments to Employees out of Redundancy Fund

- 1 (1) Where the employer's payment is a redundancy payment, the...
- 2 (1) Where the employer's payment is not a redundancy payment...

SCHEDULE 8 — Employees Paid by virtue of Statutory Provision by Person other than Employer

SCHEDULE 9 — Industrial Tribunals

Regulations as to tribunal procedure

- 1 (1) The Secretary of State may by regulations (in this...
- 1A (1) The regulations may include provision— (a) for authorising a...
- 1B The regulations may also include provision for authorising an industrial...

National security

- 2 (1) If on a complaint under section 24 or 67...

Payment of certain sums into Redundancy Fund

- 3

Exclusion of Arbitration Act 1950

- 4 The Arbitration Act 1950 shall not apply to any proceedings...

Presumption as to dismissal for redundancy

- 5 Where in accordance with the regulations an industrial tribunal determines...

Right of appearance

- 6 Any person may appear before an industrial tribunal in person...

Interest on sums awarded

- 6A (1) The Secretary of State may by order made with...

Recovery of sums awarded

- 7 (1) Any sum payable in pursuance of a decision of...

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Constitution of tribunals for certain cases

8 An industrial tribunal hearing an application under section 77 or...

Remuneration for presidents and full-time chairmen of industrial tribunals

9 The Secretary of State may pay such remuneration as he...

Remuneration etc. for members of industrial tribunals and for assessors and other persons

10 The Secretary of State may pay to members of industrial...

11

SCHEDULE 10 — Statutory Provisions Relating to Referees and Boards of Referees

1 Regulations under section 37 of the Coal Industry Nationalisation Act...

2 Regulations under section 67 of the National Insurance Act 1946....

3 Regulations under section 68 of the National Health Service Act...

4 Regulations under section 67 of the National Health Service
(Scotland)...

5 Regulations under Schedule 5 to the Fire Services Act 1947....

6 Regulations under section 101 of the Transport Act 1947.

7

8 Regulations under section 140 of the Local Government Act 1948,...

9 Regulations under subsection (1) or subsection (2) of section 60...

10 Rules under section 3 of the Superannuation (Miscellaneous Provisions)
Act...

11 Subsections (3) and (5) of section 58 of the Gas...

12 Subsection (4) of section 6 of the Commonwealth Telegraphs Act...

13 Regulations under section 25 of the Prevention of Damage by...

14 Regulations under section 42 of the Justices of the Peace...

15 Regulations under section 27 or section 28 of the Transport...

16 Regulations under section 24 of the Iron and Steel Act...

17

18 Orders under section 23 of the Local Government Act 1958...

19 Regulations under section 1 of the Water Officers Compensation Act...

20 Regulations under section 18(6) of the Land Drainage Act 1961....

21 Subsection (6) of section 74 of the Transport Act 1962...

22 Orders under section 84 of the London Government Act 1963...

23 Regulations under section 106 of the Water Resources Act 1963....

SCHEDULE 11 — Employment Appeal Tribunal

Part I — PROVISIONS AS TO MEMBERSHIP, SITTINGS, PROCEEDINGS AND
POWERS

Tenure of office of appointed members of Appeal Tribunal

1 Subject to paragraphs 2 and 3, a member of the...

2 An appointed member may at any time resign his membership...

3 (1) If the Lord Chancellor, after consultation with the Secretary...

Temporary membership of Appeal Tribunal

4 At any time when the office of President of the...

5 At any time when a judge of the Appeal Tribunal...

6 At any time when a judge of the Appeal Tribunal...

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

- 7 At any time when an appointed member is temporarily absent...
- 8 (1) At any time when it appears to the Lord...
- 9 A person appointed to act temporarily in place of the...
- 10 A person appointed to be a temporary additional judge of...
- 11 No judge shall be nominated under paragraph 5 or 6...

Organisation and sittings of Appeal Tribunal

- 12 The Appeal Tribunal shall be a superior court of record...
- 13 The Appeal Tribunal shall have a central office in London....
- 14 The Appeal Tribunal may sit at any time and in...
- 15 The Appeal Tribunal may sit, in accordance with directions given...
- 16 With the consent of the parties to any proceedings before...

Rules

- 17 (1) The Lord Chancellor, after consultation with the Lord President...
- 18 Without prejudice to the generality of paragraph 17 the rules...
- 18A (1) Without prejudice to the generality of paragraph 17 the...
- 19 (1) Without prejudice to the generality of paragraph 17 the...
- 20 Any person may appear before the Appeal Tribunal in person...

Powers of Tribunal

- 21 (1) For the purpose of disposing of an appeal the...
- 21A (1) Any sum payable in England and Wales in pursuance...
- 22 (1) The Appeal Tribunal shall, in relation to the attendance...
- 23 (1) (2) A magistrates' court shall not remit the whole...

Staff

- 24 The Secretary of State may appoint such officers and servants...
- Part II — SUPPLEMENTARY

Remuneration and allowances

- 25 The Secretary of State shall pay the appointed members of...
- 26 A person appointed to be a temporary additional judge of...

Pensions, etc.

- 27 If the Secretary of State determines, with the approval of...
- 28 Where a person ceases to be an appointed member otherwise...

SCHEDULE 12 — Death of Employee or Employer

Part I — GENERAL

Introductory

- 1 In this Schedule “the relevant provisions” means Part I (so...

Institution or continuance of tribunal proceedings

- 2 Where an employee or employer has died, tribunal proceedings arising...
- 3 (1) If there is no personal representative of a deceased...
- 4 (1) Subject to any specific provision of this Schedule to...

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Rights and liabilities accruing after death

- 5 Any right arising under any of the relevant provisions as...
 6 Where by virtue of any of the relevant provisions as...
 Part II — UNFAIR DISMISSAL

Introductory

- 7 In this Part of this Schedule “the unfair dismissal provisions”...

Death during notice period

- 8 Where an employer has given notice to an employee to...
 9 Where— (a) the employee’s contract of employment has been terminated;...

Remedies for unfair dismissal

- 10 Where an employee has died, then, unless an order for...
 11 If an order for reinstatement or re-engagement has been made...
 Part III — REDUNDANCY PAYMENTS: DEATH OF EMPLOYER

Introductory

- 12 The provisions of this Part shall have effect in relation...
 13 Section 94 shall not apply to any change whereby the...

Dismissal

- 14 Where by virtue of subsection (1) of section 93 the...
 15 Where by reason of the death of the deceased employer...
 16 For the purposes of section 82 as modified by paragraph...

Lay-off and short-time

- 17 Where the employee has before the death of the deceased...
 18 The provisions of paragraph 19 or (as the case may...
 19 If in the circumstances specified in paragraph 18 the employee’s...
 20 (1) The provisions of this paragraph shall have effect where,...

Continuity of period of employment

- 21 For the purposes of the application, in accordance with section...
 Part IV — REDUNDANCY PAYMENTS: DEATH OF EMPLOYEE
 22 (1) Where an employer has given notice to an employee...
 23 (1) Where an employer has given notice to an employee...
 24 Where an employee’s contract of employment has been renewed, or...
 25 (1) Where, in the circumstances specified in paragraphs (a) and...
 26 (1) Where an employee has given notice of intention to...
 27 (1) In relation to the making of a claim by...
 28 In relation to any case where, under any provision contained...

SCHEDULE 13 — Computation of Period of Employment

Preliminary

- 1 (1) Except so far as otherwise provided by the following...

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Normal working weeks

- 3 Any week in which the employee is employed for sixteen...

Employment governed by contract

- 4 Any week during the whole or part of which the...
5 (1) If the employee's relations with his employer cease to...
6 (1) An employee whose relations with his employer are governed,...
7 (1) If an employee has, at any time during the...

Power to amend paragraphs 3 to 7 by order

- 8 (1) The Secretary of State may by order—

Periods in which there is no contract of employment

- 9 (1) If in any week the employee is, for the...

Maternity

- 10 If an employee returns to work in accordance with section...

Intervals in employment where section 55(5) or 84(1) or 90(3) applies

- 11 (1) In ascertaining, for the purposes of section 64(1)(a), 64A(1)...

Payment of previous redundancy payment or equivalent payment

- 12 (1) Where the conditions mentioned in sub-paragraph (2)(a) or (2)(b)...
13

Redundancy payments: employment wholly or partly abroad

- 14 (1) In computing in relation to an employee the period...

Industrial disputes

- 15 (1) A week shall not count under paragraph 3, 4,...

Reinstatement after service with the armed forces, etc.

- 16 (1) If a person who is entitled to apply to...

Change of employer

- 17 (1) Subject to this paragraph and paragraphs 18 and 18A,...
18 If an employee of an employer is taken into the...
18A (1) If an employee of one of the employers described...
18B (1) If a person employed in relevant employment by a...

Crown employment

- 19 (1) Subject to the following provisions of this paragraph, the...

Reinstatement or re-engagement of dismissed employee

- 20 (1) Regulations made by the Secretary of State may make...

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Employment before the commencement of Act

- 21 Save as otherwise expressly provided, the provisions of this Schedule...
- 22 If, in any week beginning before 6th July 1964, the...
- 23 Without prejudice to the foregoing provisions of this Schedule, any...

Interpretation

- 24 (1) In this Schedule, unless the context otherwise requires,— “lock-out”...

SCHEDULE 14 — Calculation of Normal Working Hours and a Week’s Pay

Part I — NORMAL WORKING HOURS

- 1 For the purposes of this Schedule the cases where there...
- 2 If in such a case— (a) the contract of employment...

Part II — A WEEK’S PAY

Employments for which there are normal working hours

- 3 (1) This paragraph and paragraph 4 shall apply if there...
- 4 (1) This paragraph shall apply if there are normal working...
- 5 (1) For the purpose of paragraphs 3 and 4, in...

Employments for which there are no normal working hours

- 6 (1) This paragraph shall apply if there are no normal...

The calculation date

- 7 (1) For the purposes of this Part, the calculation date...

Maximum amount of week’s pay for certain purposes

- 8 (1) Notwithstanding the preceding provisions of this Schedule, the amount...

Supplemental

- 9 In any case in which an employee has not been...
- 10 In arriving at an average hourly rate or average weekly...
- 11 Where under this Part account is to be taken of...
- 12 The Secretary of State may by regulations provide that in...

SCHEDULE 15 — Transitional Provisions and Savings

General

- 1 So far as anything done or treated as done under...
- 2 Where any period of time specified in an enactment repealed...
- 3 Nothing in this Act shall affect the enactments repealed by...
- 4 Any reference in an enactment or document, whether express or...
- 5 Paragraphs 1 to 4 have effect subject to the following...
- 6
- 7

Status: Point in time view as at 01/02/1991.

*Changes to legislation: There are currently no known outstanding effects for the
Employment Protection (Consolidation) Act 1978. (See end of Document for details)*

Termination of employment

8 Sections 49 and 50 apply in relation to any contract...

Unfair dismissal

9
10 (1) Section 54 does not apply to a dismissal from...

Redundancy

11
12 Section 81 shall not apply to an employee who immediately...
13
14

Insolvency

15 (1) Subject to sub-paragraph (2), the provisions of sections 122...
16

Computation of period of continuous employment

17 For the purposes of the computation of a period of...

Legal proceedings

18 Notwithstanding the repeal of any enactment by this Act, the...
19

SCHEDULE 16 — Consequential Amendments

1

Trade Union Act 1913 (2 & 3 Geo. 5. c.30)

2 In section 5A of the Trade Union Act 1913, for...

Iron and Steel Act 1949 (12, 13 & 14 Geo. 6. c.72)

3 (1) In section 40 of the Iron and Steel Act...

Industrial Training Act 1964 (c.16)

4 (1)

Trade Union (Amalgamations, etc.) Act 1964 (c.24)

5 In section 4(8) of the Trade Union (Amalgamations, etc.) Act...

Transport Act 1968 (c.73)

6 In section 135(4)(b) of the Transport Act 1968, for the...
7

Post Office Act 1969 (c.48)

8 In paragraph 33 of Schedule 9 to the Post Office...
9

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Atomic Energy Authority Act 1971 (c.11)

10 (1) In subsection (1) of section 10 of the Atomic...

Tribunals and Inquiries Act (c.62)

11 In section 13 of the Tribunals and Inquiries Act 1971,...

12

Transport Holding Company Act 1972 (c.14)

13 (1) In section 2(3)(c) of the Transport Holding Company Act...

14

British Library Act 1972 (c.54)

15 In paragraph 13(3)(a) of the Schedule to the British Library...

Gas Act 1972 (c.60)

16 In section 36(5) of the Gas Act 1972, for the...

Health and Safety at Work etc. Act 1974 (c.37)

17 The following subsection is inserted in section 80 of the...

Trade Union and Labour Relations Act 1974 (c.52)

18 In section 8(7) of the Trade Union and Labour Relations...

Social Security Act 1975 (c.14)

19 (1) In section 114 of the Social Security Act 1975,...

Sex Discrimination Act 1975 (c.65)

20 (1) In section 65(2) of the Sex Discrimination Act 1975,...

Scottish Development Agency Act 1975 (c.69)

21 In paragraph 6 of Schedule 3 to the Scottish Development...

Welsh Development Agency Act 1975 (c.70)

22 In paragraph 7 of Schedule 2 to the Welsh Development...

Employment Protection Act 1975 (c.71)

23 (1) The Employment Protection Act 1975 shall be amended in...

24

Race Relations Act 1976 (c.74)

25 (1) The Race Relations Act 1976 shall be amended in...

Development of Rural Wales Act 1976 (c.75)

26 In both paragraph 6 of Schedule 2 and paragraph 6...

27 (1)

Status: Point in time view as at 01/02/1991.

Changes to legislation: There are currently no known outstanding effects for the
Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Aircraft and Shipbuilding Industries Act 1977 (c.3)

28 In both section 49(10) and section 50(3)(b) of the Aircraft...

Social Security (Miscellaneous Provisions) Act 1977 (c.5)

29 In section 18 of the Social Security (Miscellaneous Provisions) Act...

New Towns (Scotland) Act 1977 (c.16)

30 In section 3(6) of the New Towns (Scotland) Act 1977...

31

32

33

House of Commons (Administration) Act 1978 (c.36)

34 In paragraph 1 of Schedule 2 to the House of...

Schedule 17. — Repeals

Status:

Point in time view as at 01/02/1991.

Changes to legislation:

There are currently no known outstanding effects for the **Employment Protection (Consolidation) Act 1978**.