



Employment Protection (Consolidation) Act 1978

1978 CHAPTER 44

An Act to consolidate certain enactments relating to rights of employees arising out of their employment; and certain enactments relating to the insolvency of employers; to^[F1] employment tribunals]; to recoupment of certain benefits; to conciliation officers; and to the Employment Appeal Tribunal. [31st July 1978]

Annotations:

Extent Information

- E1** For the extent of this Act as originally enacted see [s. 160](#), and that provision was repealed (22.8.1996) by [1996 c. 18, ss. 242, 243, Sch. 3 Pt. I](#) (with [ss. 191-195, 202](#))

Amendments (Textual)

- F1** Words in long title substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)](#) (with [s. 16\(2\)](#); [S.I. 1998/1658, art. 2, Sch. 1](#))

Modifications etc. (not altering text)

- C1** Act modified by [Hops Marketing Act 1982 \(c.5, SIF 2:10\), s. 2\(7\)](#), [Local Government Finance Act 1982 \(c.32, SIF 81:1\), Sch. 3 para. 8\(3\)](#), (1.4.1984) [Health and Social Services and Social Security Adjudications Act 1983 \(c.41, SIF 113:3\), Sch. 3 para. 23](#), [National Audit Act 1983 \(c.44, SIF 99:1\), Sch. 2 para. 2\(3\)](#), [National Heritage Act 1983 \(c.47, SIF 78\), Sch. 1 paras. 5\(5\), 15\(5\), 25\(5\), 35\(5\), Sch. 2 para. 2\(5\), Sch. 3 para. 5\(5\)](#), [S.I. 1985/1846, reg. 5\(5\)](#), [S.I. 1986/399, arts. 5\(8\), 6\(3\)](#), [S.I. 1986/151, regs. 2, 3\(3\)\(4\)](#), [S.I. 1987/406, reg. 2\(2\)](#), [Education Reform Act 1988 \(c. 40, SIF 41:1\), ss. 178\(2\)\(a\), 231\(7\), 235\(6\)](#); [Dock Work Act 1989 \(c. 13, SIF 43:1\), s. 6\(3\)](#); [Environmental Protection Act 1990 \(c. 43, SIF 46:4\), s. 137\(4\), Sch. 10 para.15](#); Act modified (S.) by [National Heritage \(Scotland\) Act 1985 \(c. 16, SIF 78\), ss. 1, 10, Sch. 1 Pt. I paras. 5\(5\), 16\(5\)](#); [Legal Aid \(Scotland\) Act 1986 \(c. 47, SIF 77:2\), s. 1, Sch. 1 para. 10\(1\)](#); [Enterprise and New Towns \(Scotland\) Act 1990 \(c. 35, SIF 64\), s. 1, Sch. 1 para. 17\(1\)](#); Act modified (E.W.S.) by [Health and Medicines Act 1988 \(c. 49, SIF 113:2\), ss. 18, 26\(7\)](#); [Housing Act 1988 \(c. 50, SIF 61\), s. 46\(2\), Sch. 5 para. 10\(1\)](#); Act modified (E.W.) by [National Health Service and Community Care Act 1990 \(c. 19, SIF 113:2\), s. 20\(6\)](#)

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

- C2** Power to modify Act (E.W.) conferred by Local Government Finance Act 1988 (c. 41, SIF 81:1), s. 136, **Sch. 11 para. 6(4)** and (E.W.) (10.12.1992) by National Health Service and Community Care Act 1990 (c. 19), s. 49(3)(b); S.I. 1992/2975, **art. 2(1)(a)**.
- C3** Act applied with modifications by S.I. 1989/1139, arts. 3(6), 4(8), **Sch. Pt. III**; S.I. 1989/1139, art. 4(4), **Sch. para. 13**; S.I. 1989/1139, art. 4(6), Sch. paras. 12, **13**
- C4** Act excluded by S.I. 1989/901, **art. 6(1)**
Act restricted (*retrospectively* for specified purposes and otherwise 3.11.1994) by 1994 c. 33, **ss. 126(1)(2)(a)(4), 172(4)**
Act excluded (3.11.1994) by 1994 c. 33, **ss. 127(8), 172(4)**
Act amended (1.4.1996) by S.I. 1996/593, reg. 2, **Sch. 1**
- C5** Act applied (S.) (27.11.1991) by Natural Heritage (Scotland) Act 1991 (c. 28, SIF 46:1), s. 14, **Sch. 4 para. 4**; S.I. 1991/2633, art. 3, **Sch.**
- C6** Act modified (16.3.1992) by Offshore Safety (Protection Against Victimisation) Act 1992 (c. 24), s. **1(1)(3)**.
- C7** Act: by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), **ss. 281(5), 282(2), 302** it is provided (16.10.1992) that any provision modifying or supplementing s. 151 or Sch. 13 of this Act shall apply for the purposes of that s. 281.

[^{F2}**PART I**

EMPLOYMENT PARTICULARS

Annotations:

Amendments (Textual)

F2 Ss. 1-6, Part I heading and cross heading substituted (30.11.1993) by 1993 c. 19, ss. 26, 50, Sch.4, **Sch. 9 para. 3**; S.I. 1993/2503, art. 2(2), **Sch.2**.

^{F3}*Written particulars of employment*

Annotations:

Amendments (Textual)

F3 Ss. 1-6, Part I heading and cross heading substituted (30.11.1993) by 1993 c. 19, ss. 26, 50, Sch.4, **Sch. 9 para. 3**; S.I. 1993/2503, art. 2(2), **Sch.2**.

^{F4}**1**

Annotations:

Amendments (Textual)

F4 S. 1 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

^{F5}**2**

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

Annotations:

Amendments (Textual)

F5 S. 2 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

2A

F73

Annotations:

Amendments (Textual)

F7 S. 3 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

F84

Annotations:

Amendments (Textual)

F8 S. 4 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

F95

Annotations:

Amendments (Textual)

F9 S. 5 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

F105A

F116]

Annotations:

Amendments (Textual)

F11 S. 6 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

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

F12⁷

Annotations:
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Amendments (Textual)
F12 Ss. 3, 7 repealed by Employment Act 1982 (c. 46, SIF 43:5), Sch. 4

Itemised pay statements

F13⁸

Annotations:
.....

Amendments (Textual)
F13 S. 8 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F14⁹

Annotations:
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Amendments (Textual)
F14 S. 9 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F15¹⁰

Annotations:
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Amendments (Textual)
F15 S. 10 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

Enforcement of rights under Part I

F16¹¹

Annotations:
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Amendments (Textual)
F16 S. 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 (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, Sch. 1

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

F17 **12**

Annotations:

Amendments (Textual)

F17 S. 12 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F18 **13**

Annotations:

Amendments (Textual)

F18 S. 13 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F19 **14**

Annotations:

Amendments (Textual)

F19 S. 14 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F20 **15**

Annotations:

Amendments (Textual)

F20 S. 15 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F21 **16**

Annotations:

Amendments (Textual)

F21 S. 16 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
Employment Protection (Consolidation) Act 1978. (See end of Document for details)*

F22 **17**

Annotations:

Amendments (Textual)

F22 S. 17 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F23 **18**

Annotations:

Amendments (Textual)

F23 S. 18 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Suspension from work on medical grounds

F24 **19**

Annotations:

Amendments (Textual)

F24 S. 19 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F25 **20**

Annotations:

Amendments (Textual)

F25 S. 20 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F26 **21**

Annotations:

Amendments (Textual)

F26 S. 21 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F27 **22**

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

Annotations:

Amendments (Textual)

F27 S. 22 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

[^{F28} Right not to suffer detriment in health and safety cases

Annotations:

Amendments (Textual)

F28 Ss. 22A-22C and cross heading inserted (30.8.1993) by 1993 c. 19, s. 28, **Sch. 5 para.1**; S.I. 1993/1908, art. 2(1), **Sch.1**.

F29 **22A**

Annotations:

Amendments (Textual)

F29 S. 22A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F30 **22AA**

Annotations:

Amendments (Textual)

F30 S. 22AA repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F31 **22B**

Annotations:

Amendments (Textual)

F31 S. 22B 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F32 **22C]**

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

Annotations:

Amendments (Textual)

F32 S. 22C 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Trade union membership and activities

^{F33}**23**

Annotations:

Amendments (Textual)

F33 Ss. 23-28 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2).

^{F34}**24**

Annotations:

Amendments (Textual)

F34 Ss. 23-28 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F35}**25**

Annotations:

Amendments (Textual)

F35 Ss. 23-28 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2).

^{F36}**26**

Annotations:

Amendments (Textual)

F36 Ss. 23-28 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2).

^{F37}**26A**

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

Annotations:

Amendments (Textual)

F37 S. 26A substituted by [Employment Act 1982 \(c. 46\), s. 11](#) (with saving in [S.I. 1982/1656, Sch. 2](#)) and repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52\), ss. 300\(1\), 302, Sch.1](#) (with savings in [Sch. 3 para. 2](#)) and subject to an amendment (1.8.1998) by [1998 c. 8, s. 1\(2\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2, Sch. 1](#)

Time off work

F38²⁷

Annotations:

Amendments (Textual)

F38 Ss. 23-28 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52\), ss. 300\(1\), 302, Sch.1](#) (with savings in [Sch. 3 para. 2](#)) and subject to an amendment (1.8.1998) by [1998 c. 8, s. 1\(2\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2, Sch. 1](#)

F39²⁸

Annotations:

Amendments (Textual)

F39 Ss. 23-28 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52\), ss. 300\(1\), 302, Sch.1](#) (with savings in [Sch. 3 para. 2](#)) and subject to an amendment (1.8.1998) by [1998 c. 8, s. 1\(2\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2, Sch. 1](#)

F40²⁹

Annotations:

Amendments (Textual)

F40 S. 29 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 (1.8.1998) by [1998 c. 8, s. 1\(2\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2, Sch. 1](#)

F41³⁰

Annotations:

Amendments (Textual)

F41 S. 30 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 (1.8.1998) by [1998 c. 8, s. 1\(2\)](#) (with [s. 16\(2\)](#)); [S.I. 1998/1658, art. 2, Sch. 1](#)

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

^{F42}**31**

Annotations:

Amendments (Textual)

F42 S. 31 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F43}**31A**

Annotations:

Amendments (Textual)

F43 S. 31A 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F44}**31AA**

Annotations:

Amendments (Textual)

F44 S. 31AA repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F45}**32**

Annotations:

Amendments (Textual)

F45 S. 32 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F46}**PART III**

MATERNITY]

Annotations:

Amendments (Textual)

F46 Pt. III (ss. 33-38A, 39-44) substituted for Pt. III (ss. 33-48) and ss. 45-47 added as provisions of Pt. III (10.6.1994) by 1993 c. 19, ss.23, 25, **Schs.2,3**; S.I. 1994/1365, art. 2, **Sch.**

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

f^{F47}General right to maternity leave

Annotations:

Amendments (Textual)

F47 Pt. III (ss. 33-38A, 39-44) substituted for Pt. III (ss. 33-48) and ss. 45-47 added as provisions of Pt. III (10.6.1994) by 1993 c. 19, ss.23, 25, **Schs.2,3**; S.I. 1994/1365, art. 2, **Sch.**

33 General right to maternity leave.

F48

Annotations:

Amendments (Textual)

F48 S. 33 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

34 Commencement of maternity leave period.

F49

Annotations:

Amendments (Textual)

F49 S. 34 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

35 Duration of maternity leave period.

F50

Annotations:

Amendments (Textual)

F50 S. 35 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

36 Notice of commencement of leave.

F51

Annotations:

Amendments (Textual)

F51 S. 36 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

37 Requirement to inform employer of pregnancy etc.

F52

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

Annotations:

Amendments (Textual)

F52 S. 37 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

37A Requirement to inform employer of return during maternity leave period.

F53

Annotations:

Amendments (Textual)

F53 S. 37A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

38 Special provision where redundancy during maternity leave period.

F54

Annotations:

Amendments (Textual)

F54 S. 38 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

38A ^{F55} **Contractual right to maternity leave.**

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Annotations:

Amendments (Textual)

F55 S. 38A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

[^{F56}Right to return to work

Annotations:

Amendments (Textual)

F56 Pt. III (ss. 33-38A, 39-44 and cross heading) substituted for Pt. III (ss. 33-48) and ss. 45-47 added as provisions of Pt. III (10.6.1994) by 1993 c. 19, ss. 23, 25, Schs.2, 3; S.I. 1994/1365, art. 2, **Sch.**

^{F57}**39**

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

Annotations:

Amendments (Textual)

F57 S. 39 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F58}**40**

Annotations:

Amendments (Textual)

F58 S. 40 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F59}**41**

Annotations:

Amendments (Textual)

F59 S. 41 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F60}**42**

Annotations:

Amendments (Textual)

F60 S. 42 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F61}**43**

Annotations:

Amendments (Textual)

F61 S. 43 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

44] ^{F62}

Annotations:

Amendments (Textual)

F62 S. 44 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 Employment Protection (Consolidation) Act 1978. (See end of Document for details)

[^{F63}Suspension from work on maternity grounds

Annotations:

Amendments (Textual)

F63 Pt. III (ss. 33-38A, 39-44) substituted for Pt. III (ss. 33-48) and ss. 45-47, together with the heading, added as provisions of Pt. III (10.6.1994) by 1993 c. 19, ss. 23, 25, **Schs. 2,3**; S.I. 1994/1365, art. 2, **Sch.**

^{F64}45

Annotations:

Amendments (Textual)

F64 S. 45 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F65}46

Annotations:

Amendments (Textual)

F65 S. 46 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F66}47]

Annotations:

Amendments (Textual)

F66 S. 47 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

General provisions

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PART IV

TERMINATION OF EMPLOYMENT

Annotations:

Modifications etc. (not altering text)

C9 Pt. IV modified (3.4.1995) by 1994 c. 19, **s. 44(1)(a)** (with ss. 54(5)(7), 55(5), Sch. 17 paras. 22(1), 23(2)); S.I. 1995/852, art. 7, **Sch. 3**

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

F68 **49**

Annotations:

Amendments (Textual)

F68 S. 49 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F69 **50**

Annotations:

Amendments (Textual)

F69 S. 50 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F70 **51**

Annotations:

Amendments (Textual)

F70 S. 51 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F71 **52**

Annotations:

Amendments (Textual)

F71 S. 52 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F72 **53**

Annotations:

Amendments (Textual)

F72 S. 53 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

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

PART V

UNFAIR DISMISSAL

Annotations:

Modifications etc. (not altering text)

- C10** Pt. V modified by S.I. 1981/1794, **regs. 8(1)(4)**, 13
 Pt. V (ss. 54-80) modified (3.4.1995) by 1994 c. 19, **s. 44(1)(a)** (with ss. 54(5)(7), 55(5), Sch. 17 paras. 22(1), 23(2)); S.I. 1995/852, **art. 7, Sch. 3**
 Pt. V modified (E.W.) (ss. 54-80) (26.8.1994) by 1994 c. 20, s. 4, **Sch. 4 para. 7(1)(3)**; S.I. 1994/1841, **art. 2**
 Pt. V modified (ss. 54-80) (*prosp.*) by 1995 c. 26, **ss. 46(5)(6)**, 180(1) (which c. 46 was repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202))
- C11** Pt. V (ss. 54-80) modified by S.I. 1989/901, **arts. 3, 4(b), Sch.**
- C12** Pt. V (ss. 54-80) modified (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), **ss.152(1)**, 153, 302.
 Pt. V (ss. 54-80) excluded (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), **ss. 167(1)**, 302.
 Pt. V: by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), **ss. 167(1)(2)(3)**, 302 it is provided (16.10.1992) that Pt. V of this Act shall have effect subject to the provisions of ss. 152-166 of that 1992 Act and that those sections shall be construed as one with this Part.

Right not to be unfairly dismissed

^{F73} **54**

Annotations:

Amendments (Textual)

- F73** S. 54 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Meaning of unfair dismissal

^{F74} **55**

Annotations:

Amendments (Textual)

- F74** S. 55 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F75} **56**

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

Annotations:

Amendments (Textual)

F75 S. 56 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F76}**56A**

Annotations:

Amendments (Textual)

F76 S. 56A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F77}**57**

Annotations:

Amendments (Textual)

F77 S. 57 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F78}**57A**

Annotations:

Amendments (Textual)

F78 S. 57A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

[^{F79}**57AA** Dismissal of employee representatives.

The dismissal of an employee by an employer shall be regarded for the purposes of this Part as having been unfair if the reason for it (or, if more than one, the principal reason) was that the employee, being—

- (a) an employee representative for the purposes of Chapter II of Part IV of the Trade Union and Labour Relations (Consolidation) Act 1992 or Regulations 10 and 11 of the Transfer of Undertakings (Protection of Employment) Regulations 1981, or
- (b) a candidate in an election in which any person elected will, on being elected, be such an employee representative,

performed, or proposed to perform, any functions or activities as such an employee representative or candidate.]

Annotations:

Amendments (Textual)

F79 S. 57AA inserted (26.10.1995) by S.I. 1995/2587, **reg. 14(1)**

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

F80 **58**

Annotations:

Amendments (Textual)

F80 S. 58 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2).

F81 **58A**

Annotations:

Amendments (Textual)

F81 S. 58A repealed by Employment Act 1988 (c. 19, SIF 43:5), s. 33(2), **Sch. 4**

F82 **59**

Annotations:

Amendments (Textual)

F82 S. 59 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F83 **60**

Annotations:

Amendments (Textual)

F83 S. 60 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F84 **60A**

Annotations:

Amendments (Textual)

F84 S. 60A 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F85 **61**

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

Annotations:

Amendments (Textual)

F85 S. 61 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F86} **62**

Annotations:

Amendments (Textual)

F86 S. 62 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F87} **62A**

Annotations:

Amendments (Textual)

F87 S. 62A inserted by Employment Act 1990 (c. 38), s. 9(1) and repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2).

^{F88} **63**

Annotations:

Amendments (Textual)

F88 S. 63 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Exclusion of section 54

^{F89} **64**

Annotations:

Amendments (Textual)

F89 S. 64 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F90} **64A**

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

Annotations:

Amendments (Textual)

F90 S. 64A (which was inserted with saving by Employment Act 1980 (c. 42, SIF 43:5), **s. 8(1)**; S.I. 1980/1170) repealed (30.8.1993) by 1993 c. 19, ss. 49(1), 51, Sch. 7 para. 2, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1** (and expressed to be repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202))

^{F91} **65**

Annotations:

Amendments (Textual)

F91 S. 65 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F92} **66**

Annotations:

Amendments (Textual)

F92 S. 66 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Remedies for unfair dismissal

^{F93} **67**

Annotations:

Amendments (Textual)

F93 S. 67 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F94} **68**

Annotations:

Amendments (Textual)

F94 S. 68 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F95} **69**

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

Annotations:

Amendments (Textual)

F95 S. 69 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F96⁷⁰

Annotations:

Amendments (Textual)

F96 S. 70 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F97⁷¹

Annotations:

Amendments (Textual)

F97 S. 71 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Amount of compensation

F98⁷²

Annotations:

Amendments (Textual)

F98 S. 72 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F99^{72A}

Annotations:

Amendments (Textual)

F99 S. 72A (which was inserted by **Employment Act 1982 (c. 46), s. 6** (with savings in S.I. 1982/1656, **Sch. 2**)) repealed (16.10.1992) by **Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch.1** (with savings in Sch. 3 para. 2) and expressed to be repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F100⁷³

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

Annotations:

Amendments (Textual)

F100 S. 73 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F10174

Annotations:

Amendments (Textual)

F101 S. 74 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F10275

Annotations:

Amendments (Textual)

F102 S. 75 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F10375A

Annotations:

Amendments (Textual)

F103 S. 75A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F10476

Annotations:

Amendments (Textual)

F104 S. 76 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F10576A

Annotations:

Amendments (Textual)

F105 Ss. 76A-79 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2) and expressed to be repealed (22.8.1996)

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

by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F106 **76B**,.....
76C

Annotations:

Amendments (Textual)

F106 Ss. 76B, 76C repealed by **Employment Act 1982** (c. 46, SIF 43:5), **Sch. 4** with saving in S.I. 1982/1656, **Sch. 2** and expressed to be repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

[^{F107}Interim relief

Annotations:

Amendments (Textual)

F107 Ss. 77-79 and cross heading inserted (30.8.1993) by 1993 c. 19, s. 28, **Sch. 5 para.10**; S.I. 1993/1908, art. 2(1), **Sch.1** (previous versions of ss. 77-79 having been repealed (16.10.1992) by 1992 c. 52, **Sch. 1**).

F108 **77**

Annotations:

Amendments (Textual)

F108 S. 77 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 (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F109 **77A**

Annotations:

Amendments (Textual)

F109 S. 77A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F110 **78**

Annotations:

Amendments (Textual)

F110 S. 78 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 Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F11178A

Annotations:

Amendments (Textual)

F111 S. 78A 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F11279]

Annotations:

Amendments (Textual)

F112 S. 79 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Teachers in aided schools

F11380

Annotations:

Amendments (Textual)

F113 S. 80 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

PART VI

REDUNDANCY PAYMENTS

Annotations:

Modifications etc. (not altering text)

- C13** Pt. VI (ss. 81–120) modified by Local Government Act 1985 (c. 51, SIF 81:1), **s. 59(1)**
Pt. VI modified (3.4.1995) by 1994 c. 19, **s. 44(1)(a)** (with ss. 54(5)(7), 55(5), Sch. 17 paras. 22(1), 23(2)); S.I. 1995/852, art. 7, **Sch. 3**
- C14** Pt. VI (ss. 81–120) excluded (S.) by Legal Aid (Scotland) Act 1986 (c. 47, SIF 77:2), s. 1, **Sch. 1 para. 10(2)**, Housing (Scotland) Act 1988 (c. 43, SIF 61), s. 1(2), **Sch. 1 para. 12(2)** and Enterprise and New Towns (Scotland) Act 1990 (c. 35, SIF 64), s. 1, **Sch. 1 para. 17(2)**
- C15** Pt. VI (ss. 81–120) excluded by Legal Aid Act 1988 (c. 34, SIF 77:1), **s. 45(4) Sch. 7 para. 7(3)(b)**, Housing Act 1988 (c. 50, SIF 61), s. 46(2), **Sch. 5 para. 10(2)**, Electricity Act 1989 (c. 29, SIF 44:1), ss. 56(2), 113(2), **Sch. 17 para. 35** and Environmental Protection Act 1990 (c. 43, SIF 46:4), s. 137(4), **Sch. 10 para. 16**
- C16** Pt. VI (ss. 81-120) excluded (S.) (27. 11. 1991) by Natural Heritage (Scotland) Act 1991 (c. 28, SIF 46:1), s. 14, **Sch. 4 para.5**; S.I. 1991/2633, **art. 3**,Sch.

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

C17 Pt. VI (ss. 81-120): certain functions, rights and liabilities of the London Residuary Body in relation to redundancy payments payable under Part VI of this Act, transferred (1.4.1992) to the London Pensions Fund Authority by S.I. 1992/331, **arts. 2(1)(g)(4), 3**.

Right to redundancy payment

^{F114}**81**

Annotations:

Amendments (Textual)

F114 S. 81 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F115}**82**

Annotations:

Amendments (Textual)

F115 S. 82 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F116}**83**

Annotations:

Amendments (Textual)

F116 S. 83 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F117}**84**

Annotations:

Amendments (Textual)

F117 S. 84 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F118}**85**

Annotations:

Amendments (Textual)

F118 S. 85 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
Employment Protection (Consolidation) Act 1978. (See end of Document for details)*

F119 **86**

Annotations:
.....

Amendments (Textual)
F119 S. 86 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F120 **87**

Annotations:
.....

Amendments (Textual)
F120 S. 87 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F121 **88**

Annotations:
.....

Amendments (Textual)
F121 S. 88 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F122 **89**

Annotations:
.....

Amendments (Textual)
F122 S. 89 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 (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F123 **90**

Annotations:
.....

Amendments (Textual)
F123 S. 90 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F124 **91**

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

Annotations:

Amendments (Textual)

F124 S. 91 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F125 **92**

Annotations:

Amendments (Textual)

F125 S. 92 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F126 **93**

Annotations:

Amendments (Textual)

F126 S. 93 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F127 **94**

Annotations:

Amendments (Textual)

F127 S. 94 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10** (with Sch. 9 para. 4); S.I. 1993/1908, art. 2(1), **Sch.1**

F128 **95**

Annotations:

Amendments (Textual)

F128 S. 95 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1**

F129 **96**

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

Annotations:

Amendments (Textual)

F129 S. 96 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F130⁹⁷

Annotations:

Amendments (Textual)

F130 S. 97 repealed by **Employment Act 1980** (c. 42, SIF 43:5), **Sch. 2**

F131⁹⁸

Annotations:

Amendments (Textual)

F131 S. 98 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F132⁹⁹

Annotations:

Amendments (Textual)

F132 S. 99 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F133¹⁰⁰

Annotations:

Amendments (Textual)

F133 S. 100 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F134¹⁰¹

Annotations:

Amendments (Textual)

F134 S. 101 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

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

^{F135}**102**

Annotations:

Amendments (Textual)

F135 S. 102 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Redundancy Fund

^{F136}**103**

Annotations:

Amendments (Textual)

F136 S. 103 repealed by Employment Act 1990 (c. 38, SIF 43:5), s. 16(2), **Sch. 3**

^{F137}**104**

Annotations:

Amendments (Textual)

F137 S. 104 repealed by Employment Act 1989 (c. 38, SIF 43:1), ss. 17(a), 29(4)(6), Sch. 7 Pt. II, **Sch. 9 para. 4**

^{F138}**104A**

Annotations:

Amendments (Textual)

F138 S. 104A inserted by Wages Act 1986 (c. 48, SIF 43:2), s. 27(3) and repealed by Employment Act 1989 (c. 38, SIF 43:1), ss. 17(a), 29(4)(6), Sch. 7 Pt. II, **Sch. 9 para. 4**

^{F139}**105**

Annotations:

Amendments (Textual)

F139 S. 105 repealed by Employment Act 1990 (c. 38, SIF 43:5), ss. 13(4), 16(2), **Sch. 3**

^{F140}**106**

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

Annotations:

Amendments (Textual)

F140 S. 106 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F141 **107**

Annotations:

Amendments (Textual)

F141 S. 107 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F142 **108**

Annotations:

Amendments (Textual)

F142 S. 108 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F143 **109**

Annotations:

Amendments (Textual)

F143 S. 109 repealed by **Employment Act 1990** (c. 38, SIF 43:5), s. 16(2), **Sch. 3**

Miscellaneous and supplemental

F144 **110**

Annotations:

Amendments (Textual)

F144 S. 110 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F145 **111**

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

Annotations:

Amendments (Textual)

F145 S. 111 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F146 **112**

Annotations:

Amendments (Textual)

F146 S. 112 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 (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F147 **113**

Annotations:

Amendments (Textual)

F147 S. 113 repealed by **Wages Act 1986** (c. 48, SIF 43:2), ss. 28, 32(2)(3), Sch. 5 Pt. I, **Sch. 6 para. 10**

F148 **114**

Annotations:

Amendments (Textual)

F148 S. 114 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F149 **115**

Annotations:

Amendments (Textual)

F149 S. 115 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F150 **116**

Annotations:

Amendments (Textual)

F150 S. 116 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
Employment Protection (Consolidation) Act 1978. (See end of Document for details)*

^{F151}**117**

Annotations:
.....
Amendments (Textual)
F151 S. 117 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

^{F152}**118**

Annotations:
.....
Amendments (Textual)
F152 S. 118 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

^{F153}**119**

Annotations:
.....
Amendments (Textual)
F153 S. 119 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

^{F154}**120**

Annotations:
.....
Amendments (Textual)
F154 S. 120 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

PART VII

INSOLVENCY OF EMPLOYER

^{F155}**121**

Annotations:
.....
Amendments (Textual)
F155 S. 121 repealed by Insolvency Act 1985 (c. 65, SIF 66), s. 235, Sch. 10 Pt. IV

^{F156}**122**

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

Annotations:

Amendments (Textual)

F156 S. 122 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F157 **123**

Annotations:

Amendments (Textual)

F157 S. 123 repealed (7.2.1994) by 1993 c. 48, s. 188, **Sch. 5 Pt.I**; S.I. 1994/86, **art. 2**

F158 **124**

Annotations:

Amendments (Textual)

F158 S. 124 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, **art. 2, Sch. 1**

F159 **125**

Annotations:

Amendments (Textual)

F159 S. 125 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, **art. 2, Sch. 1**

F160 **126**

Annotations:

Amendments (Textual)

F160 S. 126 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F161 **127**

Annotations:

Amendments (Textual)

F161 S. 127 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
Employment Protection (Consolidation) Act 1978. (See end of Document for details)*

PART VIII

RESOLUTION OF DISPUTES RELATING TO EMPLOYMENT

Industrial tribunals

F162 **128**

Annotations:

Amendments (Textual)

F162 S. 128 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with ss. 1(2), 38) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F163 **129**

Annotations:

Amendments (Textual)

F163 S. 129 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F164 **130**

Annotations:

Amendments (Textual)

F164 S. 130 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38, Sch. 2 para. 6) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F165 **131**

Annotations:

Amendments (Textual)

F165 S. 131 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Recoupment of certain benefits

F166 **132**

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

Annotations:

Amendments (Textual)

F166 S. 132 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (2.9.1996) by 1995 c. 18, s. 41(4), **Sch. 2 para. 2**; S.I. 1996/2208, **art. 2(a)** and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Conciliation officers

^{F167}**133**

Annotations:

Amendments (Textual)

F167 S. 133 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F168}**134**

Annotations:

Amendments (Textual)

F168 S. 134 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Employment Appeal Tribunal

^{F169}**135**

Annotations:

Amendments (Textual)

F169 S. 135 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

^{F170}**136**

Annotations:

Amendments (Textual)

F170 S. 136 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (2.12.1996) by 1995 c. 50, s. 70(4), **Sch. 6 para. 2**; S. 1996/1474, art. 2(3), Sch. Pt. III (with art. 3); S.R. 1996/280, art. 2, **Sch. Pt. II** (with art. 3) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

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

^{F171}**136A**

Annotations:

Amendments (Textual)

F171 S. 136A repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

PART IX

MISCELLANEOUS AND SUPPLEMENTAL

Extension of employment protection legislation

^{F172}**137**

Annotations:

Amendments (Textual)

F172 S. 137 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Crown employment

138 Application of Act to Crown employment.

- ^{F173}(1)
- (2)
- (3)
- (4)
- (5)
- (6)

(7) For the purposes of the application of the provisions of this Act in relation to Crown employment in accordance with subsection (1)—

- (a)
- (b)
- (c)
- (d)
- ^{F174}(e)
- (f)

(8)

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

Annotations:

Amendments (Textual)

F173 S. 138(1)-(6)(7)(a)-(d)(f)(8) repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F174 S. 138(7)(e) repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

[^{F175}138A] Application of Act to armed forces.

- (1) The provisions of this Act which apply, by virtue of section 138, to service as a member of the naval, military or air forces of the Crown are—
 - Part I;
 - in Part II, sections 19 to 22 and 31A;
 - Part III;
 - in Part IV, section 53;
 - Part V, except sections 57A [^{F176}57AA,] and 80;
 - Part VIII; and
 - this Part.
- (2) Her Majesty may, by Order in Council,—
 - (a) amend subsection (1) above by making additions to, or omissions from, the provisions for the time being specified in that subsection by an Order under this subsection; and
 - (b) make any provision apply to service as a member of the naval, military or air forces of the Crown subject to such exceptions and modifications as may be specified in the Order.
- (3) Subject to subsection (5) below, modifications made under subsection (2) above may include provision precluding the making of a complaint or reference to any [^{F177}employment tribunal] unless the person aggrieved has availed himself of the service procedures for the redress of complaints applicable to him.
- (4) Where modifications include the provision authorised by subsection (3) above the Order in Council shall also include provision designed to secure that the service procedures for the redress of complaints result in a determination, or what is to be treated under the Order as a determination, in sufficient time to enable a complaint or reference to be made to an [^{F177}employment tribunal].
- (5) No provision shall be made by virtue of subsection (3) above which has the effect of substituting, for any period specified as the normal period for a complaint or reference on any matter to an [^{F177}employment tribunal], a period longer than six months.
- (6) No recommendation shall be made to Her Majesty to make an Order in Council under subsection (2) above unless a draft of the Order has been laid before Parliament and approved by a resolution of each House of Parliament.
- (7) In this section—

“the normal period for a complaint or reference”, in relation to any matter within the jurisdiction of an [^{F177}employment tribunal], means the period specified in the relevant enactment as the period within which the complaint or reference must be made, disregarding any provision permitting an extension of that period at the discretion of the tribunal; and

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

“the service procedures for the redress of complaints” means the procedures, excluding those which relate to the making of a report on a complaint to Her Majesty, referred to in sections 180 and 181 of the ^{M1}Army Act 1955, sections 180 and 181 of the ^{M2}Air Force Act 1955 and section 130 of the ^{M3}Naval Discipline Act 1957.]

Annotations:

Amendments (Textual)

- F175** S. 138A inserted (10.6.1994) by 1993 c. 19, s. 31(2); S.I. 1994/1365, art. 2, Sch.
- F176** Words in s. 138A(1) inserted (26.10.1995) by S.I. 1995/2587, reg. 14(5)
- F177** Words in s. 138A(3)-(5)(7) substituted (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, Sch. 1

Marginal Citations

- M1** 1955 c. 18.
- M2** 1955 c. 19.
- M3** 1957 c. 53.

House of Commons staff

139 Provisions as to House of Commons staff.

- (1) The provisions of Parts I ^{F178}. . . , II, III^{F179}, V and VIII, and this Part and section 53 shall apply to relevant members of House of Commons staff as they apply to persons in Crown employment within the meaning of section 138 and accordingly for the purposes of the application of those provisions in relation to any such members—
- ^{F180}(a)
 - (b)
 - (c)
 - ^{F181}(d)
 - (e)
- (2)
 - (3)
 - (4)
 - (5)
 - (6)
 - (7)
 - (8)
 - (9)

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

Annotations:

Amendments (Textual)

F178 Words in s. 139(1) repealed (30.11.1993) by 1993 c. 19, ss. 49(1), 51, Sch. 7 para. 4, **Sch. 10**; S.I. 1993/2503, art. 2(2), **Sch. 2**

F179 Words repealed by Social Security Act 1986 (c. 50, SIF 113:1), s. 86(2), **Sch. 11**

F180 S. 139(1)(a)-(c)(e)(2)-(9) 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. 139(2)(6) (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F181 S. 139(1)(d) repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

Modifications etc. (not altering text)

C18 S. 139 modified (2.12.1996) by 1995 c. 50, s. 65(2) (with ss. 59, 64); S.I. 1996/1474, art. 2(3), **Sch. Pt. III** (with art. 3)

^{F182} House of Lords staff

Annotations:

Amendments (Textual)

F182 S. 139A and cross heading inserted (30.11.1993) by 1993 c. 19, s. 49(1), **Sch. 7 para.11**; S.I. 1993/2503, art. 2(2), **Sch.2**

139A ^{F183}**Provisions as to House of Lords staff.**

^{F184}(1)

(2)

(3) For the purposes of the application of the enactments applied by subsection (1) in relation to a relevant member of the House of Lords staff—

^{F185}(a)

(b)

(4)

(5)

(6)]

Annotations:

Amendments (Textual)

F183 S. 139A inserted (30.11.1993) by 1993 c. 19, s. 49(1), **Sch. 7 para. 11**; S.I. 1993/2503, art. 2(2), **Sch. 2**

F184 S. 139A(1)(2)(3)(b)(4)-(6) 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. 139A(2) (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F185 S. 139A(3)(a) repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

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

Contracting out of provisions of Act

F186 **140**

Annotations:

Amendments (Textual)

F186 S. 140 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 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Excluded classes of employment

F187 **141**

Annotations:

Amendments (Textual)

F187 S. 141 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F188 **142**

Annotations:

Amendments (Textual)

F188 S. 142 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F189 **143**

Annotations:

Amendments (Textual)

F189 S. 143 repealed by **Employment Act 1982** (c. 46, SIF 43:5), **Sch. 4**

F190 **144**

Annotations:

Amendments (Textual)

F190 S. 144 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F191 **145**

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

Annotations:

Amendments (Textual)

F191 S. 145 repealed by [Dock Work Act 1989](#) (c. 13, SIF 43:5), s. 7(1), **Sch. 1 Pt. I**

^{F192}**146**

Annotations:

Amendments (Textual)

F192 S. 146 repealed (22.8.1996) by [1996 c. 18](#), ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F193}**146A**

Annotations:

Amendments (Textual)

F193 S. 146A repealed (22.8.1996) by [1996 c. 18](#), ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F194}**147**

Annotations:

Amendments (Textual)

F194 S. 147 repealed by [Employment Act 1982](#) (c. 46, SIF 43:5), **Sch. 4**

Supplementary provisions

^{F195}**148**

Annotations:

Amendments (Textual)

F195 S. 148 repealed (22.8.1996) by [1996 c. 18](#), ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F196}**149**

Annotations:

Amendments (Textual)

F196 S. 149 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
Employment Protection (Consolidation) Act 1978. (See end of Document for details)*

F197 **150**

Annotations:
.....

Amendments (Textual)
F197 S. 150 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F198 **151**

Annotations:
.....

Amendments (Textual)
F198 S. 151 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F199 **152**

Annotations:
.....

Amendments (Textual)
F199 S. 152 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F200 **153**

Annotations:
.....

Amendments (Textual)
F200 S. 153 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F201 **154**

Annotations:
.....

Amendments (Textual)
F201 S. 154 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F202 **155**

Annotations:
.....

Amendments (Textual)
F202 S. 155 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 Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F203 **156**

Annotations:

Amendments (Textual)

F203 S. 156 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F204 **157**

Annotations:

Amendments (Textual)

F204 S. 157 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F205 **158**

Annotations:

Amendments (Textual)

F205 S. 158 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F206 **159**

Annotations:

Amendments (Textual)

F206 S. 159 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F207 **160**

Annotations:

Amendments (Textual)

F207 S. 160 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
Employment Protection (Consolidation) Act 1978. (See end of Document for details)*

SCHEDULES

F208

SCHEDULE 1

.....

Annotations:

Amendments (Textual)

F208 Sch. 1 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F219

SCHEDULE 2

.....

Annotations:

Amendments (Textual)

F219 Sch. 2 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F237

SCHEDULE 3

.....

Annotations:

Amendments (Textual)

F237 Sch. 3 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F247

SCHEDULE 4

.....

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

Annotations:

Amendments (Textual)

F247 Sch. 4 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 para. 5 (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F251

SCHEDULE 5

.....

Annotations:

Amendments (Textual)

F251 Sch. 5 repealed (1.4.1991) by National Health Service and Community Care Act 1990 (c. 19, SIF 113:2), s. 66(2), **Sch. 10**

F256

SCHEDULE 6

.....

Annotations:

Amendments (Textual)

F256 Sch. 6 repealed by Employment Act 1989 (c. 38, SIF 43:1), ss. 17(6), 29(4)(6), Sch. 7 Pt. II, **Sch. 9 para. 4(1)**

F257

SCHEDULE 7

.....

Annotations:

Amendments (Textual)

F257 Sch. 7 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F260

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

SCHEDULE 8

Annotations:

Amendments (Textual)

F260 Sch. 8 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F261

SCHEDULE 9

Annotations:

Amendments (Textual)

F261 Sch. 9 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to amendments (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F287

SCHEDULE 10

Annotations:

Amendments (Textual)

F287 Sch. 10 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38, Sch. 2 para. 6)

F290

SCHEDULE 11

Annotations:

Amendments (Textual)

F290 Sch. 11 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F311

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

SCHEDULE 12

.....

Annotations:

.....

Amendments (Textual)

F311 Sch. 12 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to amendments (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F314

SCHEDULE 13

.....

Annotations:

.....

Amendments (Textual)

F314 Sch. 13 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 para. 20(3) (2.12.1996 for specified purposes and otherwise *prosp.*) by 1995 c. 50, s. 70(3)(4)(5), Sch. 6 para. 3, **Sch. 7**; S.I. 1996/1474, art. 2(3), **Sch. Pt. III**

F352

SCHEDULE 14

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Annotations:

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Amendments (Textual)

F352 Sch. 4 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F362

SCHEDULE 15

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Annotations:

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Amendments (Textual)

F362 Sch. 15 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) (and Sch. 15 para. 18 expressed to be repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

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

F372

SCHEDULE 16

Annotations:**Amendments (Textual)**

F372 Sch. 16 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) (and Sch. 16 paras. 3, 6, 13, 16, 20(2), 25(3) and 28 expressed to be repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)) and subject to amendments (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F395

SCHEDULE 17.

Annotations:**Amendments (Textual)**

F395 Sch. 17 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 Employment Protection (Consolidation) Act 1978.