



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]

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- E1** For the extent of this Act as originally enacted see [s. 160](#), and that provision was repealed (22.8.1996) by [1996 c. 18, ss. 242, 243, Sch. 3 Pt.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

Textual Amendments

- 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\(6\)](#)
- 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\(1\)\(a\)](#).

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

- 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.

Changes to legislation:

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