



# Wages Act 1986

## CHAPTER 48

### WAGES ACT 1986

#### PART I

##### PROTECTION OF WORKERS IN RELATION TO THE PAYMENT OF WAGES

- 1 General restrictions on deductions made, or payments received, by employers
- 2 Deductions from wages of workers in retail employment on account of cash shortages etc.
- 3 Payments by workers in retail employment on account of cash shortages etc.
- 4 Provisions supplementary to ss. 2 and 3
- 5 Complaints to industrial tribunals in respect of unauthorised deductions etc.
- 6 Supplementary provisions relating to complaints
- 7 Meaning of "wages"
- 8 General interpretation of Part I
- 9 Crown employment
- 10 Power to extend provisions to employment outside United Kingdom
- 11 Repeal of Truck Acts 1831 to 1940 etc.

#### PART II

##### WAGES COUNCILS

###### *Scope of operation of wages councils*

- 12 Continued existence of wages councils after repeal of Wages Councils Act 1979
- 13 Abolition, or variation of scope of operation, of wages councils

*Status: This is the original version (as it was originally enacted).*

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*Wages orders*

- 14 Wages orders
- 15 Application of wages orders to piece workers
- 16 Effect and enforcement of wages orders
- 17 Computation of remuneration
- 18 Apportionment of remuneration

*Enforcement*

- 19 Obligation to keep records etc.
- 20 Officers
- 21 Offences in connection with enforcement of Part II

*Miscellaneous and supplemental*

- 22 Application of Part II to superior employers: liability of employers and others in respect of offences
- 23 Offences by bodies corporate
- 24 Transitory provisions relating to existing wages councils and wages orders
- 25 Regulations and orders made by Secretary of State under Part II
- 26 Interpretation of Part II

**PART III**

REDUNDANCY REBATES, ETC.

- 27 Restriction of redundancy rebates to employers with less than ten employees
- 28 Abolition of payments equivalent to redundancy rebates
- 29 Power to make corresponding provision for Northern Ireland

**PART IV**

GENERAL

- 30 Excluded employments
- 31 Financial provisions
- 32 Amendments, repeals, transitional provisions and savings
- 33 Short title, commencement and extent

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**SCHEDULES**

SCHEDULE 1 — Enactments Repealed by Section 11

SCHEDULE 2 — Constitution etc. of Wages Councils

- 1 A wages council shall consist of— (a) such numbers of...
- 2 (1) Subject to sub-paragraph (4), the persons appointed under paragraph...
- 3 Of the independent persons appointed under paragraph 1(b) one shall...
- 4 The Secretary of State may appoint a secretary for a...
- 5 The proceedings of a wages council shall not be invalidated...
- 6 (1) A wages council may delegate any of its functions,...
- 7 The Secretary of State may make regulations as to the...

- 8 (1) a member of a wages council shall hold and...  
9 The Secretary of State may pay— (a) to the members...

### SCHEDULE 3 — Wages Orders : Supplementary Provisions

#### *Preliminary inquiries and notices*

- 1 (1) Before making an order under section 14 a wages...

#### *Publication of notice of making of order*

- 2 As soon as a wages council has made an order...

#### *Coming into operation of orders*

- 3 (1) Subject to sub-paragraph (2), any such order shall come...

#### *Proof of orders*

- 4 A document purporting to be a copy of an order...

### SCHEDULE 4 — Minor And Consequential Amendments

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

- 1 In section 2 (register of times of descent and ascent),...  
2 In section 8 (application of Act etc.), for subsection (1)...

#### *MINES AND QUARRIES ACT 1954 (c.70)*

- 3 In section 187(2) (application of Part XIV of that Act...

#### *ATTACHMENT OF EARNINGS ACT 1971 (c.32)*

- 4 In Part I of Schedule 3 (scheme of deductions), for...

#### *HOUSE OF COMMONS DISQUALIFICATION ACT 1975 (c.24)*

- 5 In Part III of Schedule 1 (other disqualifying offices), for...

#### *NORTHERN IRELAND ASSEMBLY DISQUALIFICATION ACT 1975 (c.25)*

- 6 In Part III of Schedule 1 (other disqualifying offices), for...

#### *EMPLOYMENT PROTECTION (CONSOLIDATION) ACT 1978 (c.44)*

- 7 In section 18(2) (exemption orders), for paragraph (a) substitute—  
8 In section 108(1)(a) (references etc. to tribunal relating to payments...  
9 In section 133(1) (general provisions as to conciliation officers) after...  
10 In section 136(1) (appeals to Employment Appeal Tribunal), after  
paragraph...  
11 In section 153(1) (interpretation), in the definition of " employer<sup>TM</sup>s...

### SCHEDULE 5 —

PART I — REPEALS COMING INTO FORCE IN ACCORDANCE WITH S.33(3)

PART II — REPEALS COMING INTO FORCE TWO MONTHS AFTER ROYAL  
ASSENT

PART III — REPEALS COMING INTO FORCE ON A DAY APPOINTED UNDER  
S.33(5)

SCHEDULE 6 — Transitional Provisions and Savings

*Members and officers of wages councils*

- 1 Any appointment of a member or officer of a wages...

*Enforcement officers appointed by Secretary of State*

- 2 Any appointment of an officer made under section 22 of...

*Anticipatory exercise of powers relating to making of orders*

- 3 Without prejudice to section 13 of the Interpretation Act 1978...

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

- 4 (1) Where at any time during the period of two...

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

- 5 (1) The repeal of the 1979 Act by this Act...

*Power to preserve accrued rights under wages orders*

- 6 (1) In the case of any provision contained in an...

*Exemption orders*

- 7 Paragraph 7 of Schedule 4 shall not affect the operation...

*References to trade boards*

- 8 Any reference to a trade board in any enactment or...

*Redundancy rebates*

- 9 (1) In subsection (1) of section 104 of the Employment...

*Payments equivalent to redundancy rebates*

- 10 (1) Section 28 of this Act shall not affect the...