

**Changes to legislation:** Employment Act 1988 is up to date with all changes known to be in force on or before 23 March 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

## SCHEDULES

### <sup>F1</sup>SCHEDULE 1 U.K.

#### Textual Amendments

- F1** Sch. 1 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch.1 (with Sch. 3 para. 2).

### SCHEDULE 2 E+W+S

Section 25.

#### PROVISIONS SUPPLEMENTAL TO SECTION 25

##### *Further amendments of the 1973 Act*

- 1 In section 11(3) of the 1973 Act (power of Commission to make payments in respect of injuries or diseases)—
- (a) for the word “Commission”, in the first and third places where it occurs, there shall be substituted the words “ Secretary of State ”; and
  - (b) for the words “by the Commission or” there shall be substituted the words “ by or on behalf of the Secretary of State or by ”.
- 2 (1) In subsection (1) of section 12 of the 1973 Act (duty of Commission to give preference to certain categories of disabled persons)—
- (a) for the word “Commission” there shall be substituted the words “ Secretary of State ”; and
  - (b) ..... <sup>F2</sup>
  - (c) for the words “it or he” there shall be substituted the words “ he or it ”.
- (2) After that subsection, there shall be inserted the following subsection—
- “(1A) It shall be the duty of the Commission and of each local education authority to furnish the Secretary of State with such information in its possession as the Secretary of State may specify as being information required by him in connection with the determination of questions relating to the exercise by him of any power under this Act to make payments to any persons; and any information falling to be furnished in pursuance of this subsection shall be furnished in such form and at such times as the Secretary of State may direct.”
- (3) In subsection (4) of that section (power of Commission to make payments in connection with an examination for the purposes of a claim for a payment under section 11(3))—

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- (a) for the word “Commission”, in the first and third places where it occurs, there shall be substituted the words “ Secretary of State ”; and
- (b) for the words “are approved by the Secretary of State and which the Commission” there shall be substituted the words “ , in the case of payments by such a board, are approved by the Secretary of State and which the Secretary of State ”.

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**Textual Amendments**  
**F2** Sch. 2 paras. 2(1)(b), 3–8 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. I**

3 ..... F3

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**Textual Amendments**  
**F3** Sch. 2 paras. 2(1)(b), 3–8 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. I**

*Incidental and transitional provisions*

4 ..... F4

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**Textual Amendments**  
**F4** Sch. 2 paras. 2(1)(b), 3–8 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. I**

5 ..... F5

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**Textual Amendments**  
**F5** Sch. 2 paras. 2(1)(b), 3–8 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. I**

6 ..... F6

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**Textual Amendments**  
**F6** Sch. 2 paras. 2(1)(b), 3–8 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. I**

7 ..... F7

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**Textual Amendments**  
**F7** Sch. 2 paras. 2(1)(b), 3–8 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. I**

*Interpretation*

8 ..... F8

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**Textual Amendments**

**F8** Sch. 2 paras. 2(1)(b), 3–8 repealed by [Employment Act 1989 \(c. 38, SIF 43:1\)](#), s. 29(4), **Sch. 7 Pt. I**

SCHEDULE 3 **U.K.**

Section 33.

MINOR AND CONSEQUENTIAL AMENDMENTS

**PART I U.K.**

TRADE UNIONS

*The Trade Union Act 1913 (c. 30)*

**F9**<sub>1</sub> .....

**Textual Amendments**

**F9** Sch. 3 para. 1 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52\)](#), ss. 300(1), 302, **Sch.1** (with Sch. 3 para. 2).

*The Employment Protection (Consolidation) Act 1978 (c. 44)*

**F10**<sub>2</sub> .....

**Textual Amendments**

**F10** Sch. 3 para. 2 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52\)](#), ss. 300(1), 302, **Sch.1** (with Sch. 3 para. 2).

*The Employment Act 1980 (c. 42)*

**F11**<sub>3</sub> .....

**Textual Amendments**

**F11** Sch. 3 para. 3 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52\)](#), ss. 300(1), 302, **Sch.1** (with Sch. 3 para. 2).

*The Employment Act 1982 (c. 46)*

**F12**<sub>4</sub> .....

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**Textual Amendments**

**F12** Sch. 3 para. 4 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with Sch. 3 para. 2).

*The Trade Union Act 1984 (c. 49)*

**F13**5 .....

**Textual Amendments**

**F13** Sch. 3 para. 5 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with Sch. 3 para. 2).

*The Wages Act 1986 (c. 48)*

**F14**6 .....

**Textual Amendments**

**F14** Sch. 3 para. 6 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with Sch. 3 para. 2).

**PART II U.K.**

EMPLOYMENT AND TRAINING

7 ..... **F15**

**Textual Amendments**

**F15** Sch. 3, Pt. II paras. 7–10 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. I**

8 ..... **F16**

**Textual Amendments**

**F16** Sch. 3, Pt. II paras. 7–10 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. I**

9 ..... **F17**

**Textual Amendments**

**F17** Sch. 3, Pt. II paras. 7–10 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. I**

10 ..... **F18**

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**Textual Amendments**

**F18** Sch. 3, Pt. II paras. 7–10 repealed by [Employment Act 1989 \(c. 38, SIF 43:1\)](#), s. 29(4), **Sch. 7 Pt. I**

*The Sex Discrimination Act 1975 (c. 65)*

11 (1) ..... **F19**

(2) In subsection (1) of section 16 of that Act (under which it is unlawful for the Manpower Services Commission to discriminate in the provision of facilities or services under section 2 of the 1973 Act), for the words “Manpower Services Commission” there shall be substituted the words “Secretary of State or the Training Commission”.

**Textual Amendments**

**F19** Sch. 3, Pt. II paras. 11(1), 12(1)(3) repealed by [Employment Act 1989 \(c. 38, SIF 43:1\)](#), s. 29(4), **Sch. 7 Pt. II**

*The Race Relations Act 1976 (c. 74)*

12 (1) ..... **F20**

(2) In subsection (1) of section 15 of that Act (under which it is unlawful for the Manpower Services Commission to discriminate in the provision of facilities or services under section 2 of the 1973 Act), for the words “Manpower Services Commission” there shall be substituted the words “Secretary of State or the Training Commission”.

(3) ..... **F20**

**Textual Amendments**

**F20** Sch. 3, Pt. II paras. 11(1), 12(1)(3) repealed by [Employment Act 1989 \(c. 38, SIF 43:1\)](#), s. 29(4), **Sch. 7 Pt. II**

*The Agricultural Training Board Act 1982 (c. 9)*

**F21** 13 .....

**Textual Amendments**

**F21** Sch. 3 para. 13 repealed (22.7.2004) by [Statute Law \(Repeals\) Act 2004 \(c. 14\)](#), **Sch. 1 Pt. 2** Group 2

*The Industrial Training Act 1982 (c. 10)*

14 (1) In section 5(3)(e) of the Industrial Training Act 1982 (power of industrial training board to take part in arrangements in pursuance of the 1973 Act), for the words “section 2(1) or (2), 3(4)” there shall be substituted the words “section 2, 3”.

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(2) ..... F22

**Textual Amendments**

**F22** Sch. 3, Pt. II para. 14(2) repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. I**

*The Income and Corporation Taxes Act 1988 (c. 1)*

F23 15 .....

**Textual Amendments**

**F23** Sch. 3 para. 15 repealed (6.4.2005) by Income Tax (Trading and Other Income) Act 2005 (c. 5), s. 883(1), **Sch. 3** (with Sch. 2)

SCHEDULE 4 **U.K.**

Section 33.

REPEALS

2 & 3 Geo. V c. 30.	The Trade Union Act 1913.	In section 4(1F), the definition of “working hours” and the word “and” immediately preceding that definition.
1964 c. 24.	The Trade Union (Amalgamations, etc.) Act 1964.	Section 4(6).  Schedule 1.
1967 c. 13.	The Parliamentary Commissioner Act 1967.	In Schedule 2, the words “Manpower Services Commission”.
1973 c. 50.	The Employment and Training Act 1973.	In section 4(2), the words from “Without” to “preceding section,”.  In section 5, subsection (1) and, in subsection (4), the words “(1) or”.  In section 11(3), the words from “and the Secretary of State” onwards.  In section 12(4), the words from “and the Secretary of State” onwards.

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1975 c. 14.	The Social Security Act 1975.	In section 20(1), the word “or” at the end of paragraph (d).
1975 c. 24.	The House of Commons Disqualification Act 1975.	In Part III of Schedule 1, the words “Chairman of the Manpower Services Commission.”
1975 c. 25.	The Northern Ireland Assembly Disqualification Act 1975.	In Part III of Schedule 1, the words “Chairman of the Manpower Services Commission.”
1975 c. 71.	The Employment Protection Act 1975.	In Schedule 14, paragraph 2(1).
1977 c. 5.	The Social Security (Miscellaneous Provisions) Act 1977.	Section 22(6).
1978 c. 44.	The Employment Protection (Consolidation) Act 1978.	In section 23, in subsection (1), the words “Subject to the following provisions of this section,” and subsections (2A) and (2B).  In section 58, in subsection (1), the words “Subject to subsection (3),” and subsections (3) to (12).  Section 58A.
1978 c. 44.— <i>cont.</i>	The Employment Protection (Consolidation) Act 1978.— <i>cont.</i>	In section 153(1), the words from ““union membership agreement”” to “section 30(5A) of that Act;”.
1980 c. 39.	The Social Security (No. 2) Act 1980.	Section 7(7).
1980 c. 42.	The Employment Act 1980.	Section 15(2).
1982 c. 46.	The Employment Act 1982.	Section 10(1) and (2).  In Schedule 3, paragraph 16.
1984 c. 49.	The Trade Union Act 1984.	In section 1(1) to (3), the word “voting”, wherever it occurs.  Section 3.  Section 6(6).  In section 8(1), the word “voting”.

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In section 9(1), the definition of “working hours” and the word “and” immediately preceding that definition.

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**Changes and effects yet to be applied to :**

- s. 26(1A) words substituted by [2022 asc 1 Sch. 4 para. 4\(2\)](#)