

*These notes refer to the Employment Relations Act 2004
(c.24) which received Royal Assent on 16 September 2004*

EMPLOYMENT RELATIONS ACT 2004

EXPLANATORY NOTES

COMMENCEMENT DATE

389. Under section 59(2) of the Act, sections 42 and 43 (power to make regulations on information and consultation in Great Britain and Northern Ireland), 56 (interpretation) 58 (corresponding provision for Northern Ireland) and section 59 came into force on the day the Act achieved Royal Assent (16 September 2004).
390. [Section 59\(3\)](#) gives the Secretary of State a power, by order, to bring all the other provisions of the Act into force on such day as the Secretary of State may appoint, and to appoint different days for different purposes. It is envisaged that measures contained in the Act (except those mentioned above) will come into force between October 2004 and April 2005. Details on commencement will be made available at www.dti.gov.uk/er.
391. The following table sets out the dates and Hansard references for each stage of the Act's passage through Parliament.

<i>STAGE</i>	<i>DATE</i>	<i>HANSARD REPORT</i>
HOUSE OF COMMONS		
Introduction	02 December 2003	Vol.415 Col. 371
Second Reading	14 January 2004	Vol. 416 Col. 819-932
Committee	03 February 2004	Standing Committee D
	05 February 2004	
	10 February 2004	
	24 February 2004	
	26 February 2004	
	03 March 2004	
Report & Third Reading	29 March 2004	Vol. 419 Col.1312-1392
HOUSE OF LORDS		
Introduction	30 March 2004	Vol. 659 Col. 1176
Second Reading	29 April 2004	Vol. 660 Col. 901-932
Committee	7 June 2004	Vol. 662 Col. GC1-GC62
	9 June 2004	Vol. 662 Col. GC63-GC128
	15 June 2004	Vol. 662 Col. GC129-GC178
	16 June 2004	Vol. 662 Col. GC179-GC214
Report	8 July 2004	Vol. 662 Col. 922-945

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<i>STAGE</i>	<i>DATE</i>	<i>HANSARD REPORT</i>
Third Reading	8 September 2004	Vol. 664 Col. 639
HOUSE OF COMMONS		
Consideration of Lords amendments	16 September 2004	Vol. 664 Col. 1471 - 1485
Royal Assent	16 September 2004	Vol. 664 Col. GC465