

---

STATUTORY INSTRUMENTS

---

**2004 No. 2185 (C. 96)**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Employment Act 2002 (Commencement No. 7) Order 2004**

*Made* - - - - *20th August 2004*

The Secretary of State, in exercise of the powers conferred upon her by sections 55(2) and (3) of the Employment Act 2002(1) hereby makes the following Order:

**Citation and interpretation**

1.—(1) This Order may be cited as the Employment Act 2002 (Commencement No. 7) Order 2004.

(2) In this Order, any reference to a numbered section or a Schedule is a reference to the section or Schedule bearing that number in the Employment Act 2002.

**Commencement**

2. — The day appointed for the coming into force of paragraph 23(3) and paragraph 23(1) so far as it relates to paragraph 23(3), paragraphs 32, 36 to 40 and 46 of Schedule 7 and section 53 so far as it relates to those paragraphs shall be 1st October 2004.

*Gerry Sutcliffe,*  
Parliamentary Under-Secretary of State for  
Employment Relations, Competition and  
Consumers  
Department of Trade and Industry

20th August 2004

**Status:** This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

---

## EXPLANATORY NOTE

*(This note is not part of the Order)*

This Order brings into force the provisions of the Employment Act 2002 ([2002 c. 22](#)) (“the Act”) set out in Article 2. Those provisions are minor and consequential amendments to other legislation and will come into force on 1<sup>st</sup> October 2004.

## NOTE AS TO EARLIER COMMENCEMENT ORDERS

*(This note is not part of the Order)*

The following provisions of the Act have been brought into force by commencement order made before the date of this Order:

<i>Provision</i>	<i>Date of Commencement</i>	<i>S.I. No.</i>
Section 53 (partially) and Schedule 7, paragraph 50	31.07.02	<a href="#">2002/1989</a>
Section 50 and Schedule 6, section 53 (partially) and Schedule 7, paragraphs 8 (partially), 16 and 17, section 54 and Schedule 8 (partially)	09.09.02	<a href="#">2002/2256</a>
Sections 17, 18 and 20, section 48(1)(b) and (2), section 53 (partially) and Schedule 7, paragraphs 8 (partially), 12, 24 (partially), 28, 52 and 53	24.11.02	<a href="#">2002/2866</a>
Chapter 1 of Part 1, Schedule 1, section 53 (partially) and Schedule 7, paragraphs 1,2 (partially), 3, 7, 8 (partially), 11, 13, 24 (partially), 25, 26, 29 to 31, 33, 35, 48 and 49 (partially)	08.12.02	<a href="#">2002/2866</a>
Sections 19, 21, 41, 42 and 47, section 48(1)(a) and (c), section 53 (partially) and Schedule 7, paragraphs 2 (partially), 4 to 6, 8 (partially), 14, 18 (partially), 22, 23(2)(b) and (c), 23(1) (partially), 24 (partially), 27, 41 to 45, 47(1) and (2), 49(partially) and 54	06.04.03	<a href="#">2002/2866</a>

<i>Provision</i>	<i>Date of Commencement</i>	<i>S.I. No.</i>
Sections 29(2) and (3), 30(3), 31(6) and (7), 32(7) to (10), 33(1) and (2) and 43, section 53 (partially) and Schedule 7, paragraphs 18 (partially), 19 to 22, 23 (partially), 24 (partially) and 34.	27.04.03	<a href="#">2003/1190</a>
Section 49 and 53 (partially) and Schedule 7, paragraphs 8, (partially), 9, 10, 15, 51 and 55.	05.07.03	<a href="#">2003/1666</a>
	09.07.04	<a href="#">2004/1717</a>
Sections 22 to 27 and 28(1) and (3).		
Sections 29(1), 31(1) to (5), 32(1) to (6), 34 to 40 and Schedules 2 to 5.	01.10.04	<a href="#">2004/1717</a>