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STATUTORY INSTRUMENTS

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**2006 No. 246**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Transfer of Undertakings (Protection  
of Employment) Regulations 2006**

<i>Made</i>	- - - -	<i>6th February 2006</i>
<i>Laid before Parliament</i>		<i>7th February 2006</i>
<i>Coming into force</i>	- -	<i>6th April 2006</i>

The Secretary of State makes the following Regulations in exercise of the powers conferred upon him by section 2(2) of the European Communities Act 1972<sup>(1)</sup> (being a Minister designated for the purposes of that section in relation to rights and obligations relating to employers and employees on the transfer or merger of undertakings, businesses or parts of businesses<sup>(2)</sup>) and section 38 of the Employment Relations Act 1999<sup>(3)</sup>.

**Modifications etc. (not altering text)**

- C1** Regulations applied (21.12.2007) by Consumers, Estate Agents and Redress Act 2007 (c. 17), s. 66(2), **Sch. 4 para. 7** (with s. 6(9)); S.I. 2007/3546, art. 3, Sch.
- C2** Regulations applied (29.9.2008 at 8.00 a.m.) by The Bradford & Bingley plc Transfer of Securities and Property etc. Order 2008 (S.I. 2008/2546), arts. 1(2), **27**
- C3** Regulations applied (1.10.2008) by Regulatory Enforcement and Sanctions Act 2008 (c. 13), s. 76(1), **Sch. 2 para. 1** (with Sch. 2 paras. 4-6); S.I. 2008/2371, art. 2(a)
- C4** Regulations applied (with modifications) (30.3.2009 at 8.00 a.m.) by The Amendments to Law (Resolution of Dunfermline Building Society) Order 2009 (S.I. 2009/814), arts. 1(2), **4**
- C5** Regulations applied (12.11.2009) by Local Democracy, Economic Development and Construction Act 2009 (c. 20), **ss. 62(8), 148(3)(a)**
- C6** Regulations applied (with modifications) (1.1.2010) by The Northern Rock plc Transfer Order 2009 (S.I. 2009/3226), arts. 1(2)(b), **12**
- C7** Regulations applied (10.2.2010) by The General and Specialist Medical Practice (Education, Training and Qualifications) Order 2010 (S.I. 2010/234), art. 1(2), **Sch. 2 para. 11**
- C8** Regulations applied (28.9.2010) by William Simpson's Home (Transfer of Property etc.) (Scotland) Act 2010 (asp 12), **ss. 1(2), 5(2)**
- C9** Regulations applied (31.8.2011) by Local Government (Wales) Measure 2011 (nawm 4), **ss. 166(6), 178(3)**; S.I. 2011/2011, art. 2(s)

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<sup>(1)</sup> 1972 c. 68.

<sup>(2)</sup> See the European Communities (Designation) (No.2) Order 1977 (S.I. 1977/1718).

<sup>(3)</sup> 1999 c. 26.

**Changes to legislation:** *The Transfer of Undertakings (Protection of Employment) Regulations 2006, Introductory Text is up to date with all changes known to be in force on or before 21 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)*

- C10 Regulations applied (15.1.2012) by Localism Act 2011 (c. 20), **ss. 218(4)**, 240(1)(l)
- C11 Regulations applied (15.1.2012) by Localism Act 2011 (c. 20), **ss. 193(4)**, 240(2); S.I. 2012/57, **art. 4(1)(z)** (with arts. 6, 7, 9-11)
- C12 Regulations applied (15.1.2012) by Localism Act 2011 (c. 20), **ss. 212(4)**, 240(1)(l)
- C13 Regulations modified (2.2.2012) by The Local Better Regulation Office (Dissolution and Transfer of Functions, Etc.) Order 2012 (S.I. 2012/246), arts. 1(2), **6** (with Sch. 2)
- C14 Regulations applied (1.4.2012) by Localism Act 2011 (c. 20), s. 240(2), **Sch. 16 para. 64**; S.I. 2012/628, art. 6(i) (with arts. 9, 11, 14, 15, 17)
- C15 Regulations modified (1.4.2012) by Localism Act 2011 (c. 20), **ss. 128(5)**, 240(2) (with s. 144); S.I. 2012/628, art. 7(a)
- C16 Regulations applied (2.6.2014) by Local Government Act (Northern Ireland) 2014 (c. 8), s. 129, **Sch. 8 para. 2(2)** (with s. 124(4)); S.R. 2014/153, art. 2, Sch. 1
- C17 Regulations extended (1.8.2014) by 2005 asp 6, **s. 230(6)(14)** (as inserted by Post-16 Education (Scotland) Act 2013 (asp 12), **ss. 10**, 23(2); S.S.I. 2014/79, art. 2(2), **sch. 2**)
- C18 Regulations applied (12.12.2014) by Education Act (Northern Ireland) 2014 (c. 12), s. 7, **Sch. 2 para. 3(4)** (with Sch. 2 para. 4(3))
- C19 Regulations applied (1.4.2015) by Legal Aid and Coroners' Courts Act (Northern Ireland) 2014 (c. 11), s. 12(1), **Sch. 1 para. 2(2)** (with ss. 2(3), 9, Sch. 1 para. 3(3)); S.R. 2015/193, art. 2(d)
- C20 Regulations applied in part (26.11.2015) by Local Government (Wales) Act 2015 (anaw 6), **ss. 10(6)**, 46(2)
- C21 Regulations applied (20.2.2016) by Public Services Ombudsman Act (Northern Ireland) 2016 (c. 4), s. 64, **Sch. 2 para. 5(3)**
- C22 Regulations applied (3.10.2016) by The Water and Sewerage Undertakers (Exit from Non-household Retail Market) Regulations 2016 (S.I. 2016/744), reg. 1(2), **Sch. 1 para. 9**
- C23 Regulations excluded (1.4.2017) by The Crown Estate Transfer Scheme 2017 (S.I. 2017/524), art. 1(2), **Sch. 3 para. 19**
- C24 Regulations applied (1.10.2018) by The Legislative Reform (Regulator of Social Housing) (England) Order 2018 (S.I. 2018/1040), art. 1(2), **Sch. para. 46(2)** (with Pt. 4)
- C25 Regulations applied (31.12.2020) by Regulation (EC) No. 1370/2007, Art. 4(4b) (as inserted by The Regulation (EC) No 1370/2007 (Public Service Obligations in Transport) (Amendment) (EU Exit) Regulations 2020 (S.I. 2020/504), regs. 1(2), **7(c)** (with reg. 16))
- C26 Regulations applied in part (1.4.2021) by The Mid Wales Corporate Joint Committee Regulations 2021 (S.I. 2021/342), reg. 1(2), **Sch. para. 14**
- C27 Regulations applied in part (1.4.2021) by The South West Wales Corporate Joint Committee Regulations 2021 (S.I. 2021/352), reg. 1(2), **Sch. para. 14**
- C28 Regulations applied in part (1.4.2021) by The South East Wales Corporate Joint Committee Regulations 2021 (S.I. 2021/343), reg. 1(2), **Sch. para. 14**
- C29 Regulations applied in part (1.4.2021) by The North Wales Corporate Joint Committee Regulations 2021 (S.I. 2021/339), reg. 1(2), **Sch. para. 14**
- C30 Regulations applied (1.1.2023) by The Parliamentary Works Sponsor Body (Abolition) Regulations 2022 (S.I. 2022/1360), regs. 1, **5(2)** (with reg. 11)
- C31 Regulations applied (E.W.) (26.12.2023) by Levelling Up and Regeneration Act 2023 (c. 55), **ss. 54(5)**, 255(2)(c) (with s. 247)

**Changes to legislation:**

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