

SCHEDULE 2

Regulation 20

CONSEQUENTIAL AMENDMENTS

References to the 1981 Regulations

1. In the following provisions, for “Transfer of Undertakings (Protection of Employment) Regulations 1981” or “Transfer of Undertakings (Protection of Employment) Regulations 1981 (S.I. 1981/1794)” there is substituted “Transfer of Undertakings (Protection of Employment) Regulations 2006”—

- (a) section 2(2) of the Property Services Agency and Crown Suppliers Act 1990(1);
- (b) paragraph 8 of Schedule 1 to the New Roads and Street Works Act 1991(2);
- (c) paragraph 5 of Schedule 1 to the Ports Act 1991(3);
- (d) section 9(1) of the Export and Investment Guarantees Act 1991(4);
- (e) section 168(1)(c) of the Trade Union and Labour Relations (Consolidation) Act 1992(5);
- (f) paragraph 8 of Schedule 2 to the Roads (Northern Ireland) Order 1993(6);
- (g) paragraph 6 of Schedule 1 to the Ports (Northern Ireland) Order 1994(7);
- (h) section 129(1)(b) of the Education Act 2002(8);
- (i) section 102(8) of the Local Government Act 2003(9);
- (j) sections 3(6)(a) and 32(6)(b) of, and paragraph 12(1) of Schedule 3 to, the Horserace Betting and Olympic Lottery Act 2004(10);
- (k) section 90(4) of the Clean Neighbourhoods and Environment Act 2005(11);
- (l) section 39(5) of the Equality Act 2006.

Commencement Information

II Sch. 2 para. 1 in force at 6.4.2006, see **reg. 1(2)**

Industrial Training Act 1982

2.—(1) Section 3B of the Industrial Training Act 1982(12) (transfer of staff employed by industrial training boards) is amended as follows.

(2) In subsection (2), for “Transfer of Undertakings (Protection of Employment) Regulations 1981” there is substituted “Transfer of Undertakings (Protection of Employment) Regulations 2006”.

(3) In subsection (3)(a), for “within the meaning of those Regulations” there is substituted “to which those Regulations apply”.

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- (1) 1990 c. 12.
 - (2) 1991 c. 22.
 - (3) 1991 c. 52.
 - (4) 1991 c. 67.
 - (5) 1992 c. 52.
 - (6) S.I. 1993/3160 (N.I. 15).
 - (7) S.I. 1994/2809 (N.I. 16).
 - (8) 2002 c. 32.
 - (9) 2003 c. 26.
 - (10) 2004 c. 25.
 - (11) 2005 c. 16.
 - (12) 1982 c. 10.

Changes to legislation: *The Transfer of Undertakings (Protection of Employment) Regulations 2006, SCHEDULE 2 is up to date with all changes known to be in force on or before 28 February 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*

Commencement Information

I2 Sch. 2 para. 2 in force at 6.4.2006, see **reg. 1(2)**

Ordnance Factories and Military Services Act 1984

3.—(1) Paragraph 2 of Schedule 2 to the Ordnance Factories and Military Services Act 1984(**13**) (application of 1981 Regulations to ordnance factories transfer schemes) is amended as follows.

(2) In sub-paragraph (1), for the words from “for” to the end there is substituted “for a transfer that is a relevant transfer for the purposes of the 2006 regulations”.

(3) In sub-paragraphs (2) and (6), for “1981 regulations”, in both places where it occurs, there is substituted “2006 regulations”.

(4) In sub-paragraph (3) for the words from “the 1981 regulations” to the end there is substituted “the 2006 regulations as if, immediately before the appointed day, they were employed in the entity subject to the transfer”.

(5) In sub-paragraph (4)(b)–

(a) for “with the undertaking or part” there is substituted “with the entity subject to the transfer”, and

(b) for the words from “the 1981 regulations” to “or part” there is substituted “the 2006 regulations as if he were employed in the entity subject to the transfer”.

(6) In sub-paragraph (7), for the definition of “the 1981 regulations” there is substituted—

““the 2006 regulations” means the Transfer of Undertakings (Protection of Employment) Regulations 2006.”

Commencement Information

I3 Sch. 2 para. 3 in force at 6.4.2006, see **reg. 1(2)**

Dockyard Services Act 1986

4.—(1) Section 1 of the Dockyard Services Act 1986(**14**) (transfer of persons engaged in dockyard services) is amended as follows.

(2) In subsection (4)–

(a) for the words from the beginning to “Regulations 1981” there is substituted “The Transfer of Undertakings (Protection of Employment) Regulations 2006”,

(b) for the words from “an undertaking” to “those Regulations” there is substituted “an undertaking to whose transfer those Regulations apply”, and

(c) for the words from “a part” to “a business” there is substituted “a part of that undertaking to whose transfer those Regulations apply”.

(3) In subsection (5)–

(a) for the words from the beginning to “Regulations 1981” there is substituted “The Transfer of Undertakings (Protection of Employment) Regulations 2006”,

(13) 1984 c. 59.

(14) 1986 c. 52.

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- (b) for “regulation 10”, in both places where it occurs, there is substituted “regulation 13”, and
- (c) for “regulation 11” there is substituted “regulations 15 and 16”.

Commencement Information

I4 Sch. 2 para. 4 in force at 6.4.2006, see [reg. 1\(2\)](#)

Dartford-Thurrock Crossing Act 1988

5.—(1) Schedule 5 to the Dartford-Thurrock Crossing Act 1988(**15**) (transfers of staff) is amended as follows.

(2) In paragraphs 3(1) and 4, for “the Employment Transfer Regulations”, in both places where it occurs, there is substituted “the Transfer of Undertakings (Protection of Employment) Regulations 2006”.

(3) In paragraph 4, for “Regulation 7” there is substituted “Regulation 10”.

(4) In paragraph 6—

(a) in sub-paragraph (2), for “this Schedule”, in both places where it occurs, there is substituted “Part 1 of this Schedule”, and

(b) after that sub-paragraph there is inserted—

“(3) Expressions used in Part 2 of this Schedule to which a meaning is given by the Transfer of Undertakings (Protection of Employment) Regulations 2006 have the same meaning in Part 2 of this Schedule.”

Commencement Information

I5 Sch. 2 para. 5 in force at 6.4.2006, see [reg. 1\(2\)](#)

Atomic Weapons Establishment Act 1991

6.—(1) Section 2 of the Atomic Weapons Establishment Act 1991(**16**) (provisions applying to the transfer of certain employees) is amended as follows.

(2) In subsection (1)—

(a) for the words from the beginning to “Regulations 1981” there is substituted “The Transfer of Undertakings (Protection of Employment) Regulations 2006”, and

(b) for the words from “an undertaking” to “those Regulations” there is substituted “an undertaking to whose transfer those Regulations apply”.

(3) In subsection (2), for the words from “a part” to “a business” there is substituted “a part of that undertaking to whose transfer those Regulations apply”.

Commencement Information

I6 Sch. 2 para. 6 in force at 6.4.2006, see [reg. 1\(2\)](#)

(15) 1988 c. 20.

(16) 1991 c. 46.

Changes to legislation: The Transfer of Undertakings (Protection of Employment) Regulations 2006, SCHEDULE 2 is up to date with all changes known to be in force on or before 28 February 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

Railways Act 1993

7. In section 151 of the Railways Act 1993(17) (general interpretation), in subsection (6), for the words from “the Transfer” to the end there is substituted “the Transfer of Undertakings (Protection of Employment) Regulations 2006, in their application in relation to a relevant transfer within the meaning of those regulations”.

Commencement Information

I7 Sch. 2 para. 7 in force at 6.4.2006, see [reg. 1\(2\)](#)

Employment Tribunals Act 1996

8. In section 4 of the Employment Tribunals Act 1996(18) (composition of a tribunal), in subsection (3)(ca), for the words from “regulation 11(5)” to “Regulations 1981” there is substituted “regulation 15(10) of the Transfer of Undertakings (Protection of Employment) Regulations 2006”.

Commencement Information

I8 Sch. 2 para. 8 in force at 6.4.2006, see [reg. 1\(2\)](#)

Industrial Tribunals (Northern Ireland) Order 1996

9. In Article 6 of the Industrial Tribunals (Northern Ireland) Order 1996(19) (composition of a tribunal), in paragraph (3)(ab), for the words from “regulation 11(5)” to “Regulations 1981” there is substituted “regulation 15(10) of the Transfer of Undertakings (Protection of Employment) Regulations 2006”.

Commencement Information

I9 Sch. 2 para. 9 in force at 6.4.2006, see [reg. 1\(2\)](#)

Employment Rights Act 1996

10. In each of the following provisions of the Employment Rights Act 1996(20), for the words from “Regulations 10” to “Regulations 1981” there is substituted “regulations 9, 13 and 15 of the Transfer of Undertakings (Protection of Employment) Regulations 2006”—

- (a) section 47(1)(a) and (1A);
- (b) section 61(1)(a);
- (c) section 103(1)(a) and (2).

Commencement Information

I10 Sch. 2 para. 10 in force at 6.4.2006, see [reg. 1\(2\)](#)

(17) 1993 c. 43.

(18) 1996 c. 17.

(19) S.I. 1996/1921 (N.I. 18).

(20) 1996 c. 18.

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Employment Rights (Northern Ireland) Order 1996

11. In each of the following provisions of the Employment Rights (Northern Ireland) Order 1996⁽²¹⁾ for the words from “Regulations 10” to “Regulations 1981” there is substituted “regulations 9, 13 and 15 of the Transfer of Undertakings (Protection of Employment) Regulations 2006”—

- (a) Article 70(1)(a) and (1A);
- (b) Article 89(1)(a);
- (c) Article 134(1)(a) and (2).

Commencement Information

I11 Sch. 2 para. 11 in force at 6.4.2006, see [reg. 1\(2\)](#)

Income Tax (Earnings and Pensions) Act 2003

12.—(1) The Income Tax (Earnings and Pensions) Act 2003⁽²²⁾ is amended as follows.

(2) In section 498 (no charge on shares ceasing to be subject to share incentive plan in certain circumstances), in subsection (2)(c), for the words from “a transfer” to the end there is substituted “a relevant transfer within the meaning of the Transfer of Undertakings (Protection of Employment) Regulations 2006”.

(3) In Schedule 2 (approved share incentive plans), in paragraph 32(2)(c), for the words from “a transfer” to the end there is substituted “a relevant transfer within the meaning of the Transfer of Undertakings (Protection of Employment) Regulations 2006”.

Commencement Information

I12 Sch. 2 para. 12 in force at 6.4.2006, see [reg. 1\(2\)](#)

Pensions Act 2004

13.—(1) Section 257 of the Pensions Act 2004⁽²³⁾ (conditions for pension protection) is amended as follows.

(2) In subsection (1), for paragraph (a) there is substituted—

“(a) there is a relevant transfer within the meaning of the TUPE regulations,”.

(3) Subsection (6) is omitted.

(4) In subsection (8), in the definition of the “TUPE Regulations”, for the words from “Transfer” to the end there is substituted “Transfer of Undertakings (Protection of Employment) Regulations 2006”.

Commencement Information

I13 Sch. 2 para. 13 in force at 6.4.2006, see [reg. 1\(2\)](#)

⁽²¹⁾ S.I. 1999/1919 (N.I. 16).

⁽²²⁾ 2003 c. 1.

⁽²³⁾ 2004 c. 35.

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Energy Act 2004

14.—(1) Paragraph 10 of Schedule 5 to the Energy Act 2004⁽²⁴⁾ (supplementary provisions about nuclear transfer schemes) is amended as follows.

(2) In sub-paragraphs (1), (2) and (3), in each place where it occurs, for “1981 regulations” there is substituted “2006 regulations”.

(3) In sub-paragraph (1)—

- (a) after “an undertaking”, in both places where it occurs, there is inserted “or business”, and
- (b) for “that undertaking or part” there is substituted “that undertaking or business or that part of an undertaking or business”.

(4) After sub-paragraph (1), there is inserted—

“(1A) The 2006 regulations apply to a service provision change—

- (a) in accordance with a nuclear transfer scheme, or
- (b) in accordance with a modification agreement,

as if (in so far as that would not otherwise be the case) the references in those regulations to the transferor were references to the person by whom the activities affected by the service provision change were carried out immediately before the coming into force of the service provision change.”

(5) In sub-paragraph (2), after “a transfer” there is inserted “(or service provision change)”.

(6) In sub-paragraph (3), after “transfer”, in both places where it occurs, there is inserted “(or service provision change)”.

(7) In sub-paragraph (4), for the definition of “undertaking” there is substituted—

“references to a service provision change are references to a service provision change falling within regulation 3(1)(b) of the 2006 regulations.”

Commencement Information

I14 Sch. 2 para. 14 in force at 6.4.2006, see [reg. 1\(2\)](#)

(24) 2004 c. 20.

Changes to legislation:

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Changes and effects yet to be applied to :

- Regulations applied (with modifications) by [2014 c. 20 s. 9](#)