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STATUTORY INSTRUMENTS

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**1999 No. 3323**

**TERMS AND CONDITIONS OF EMPLOYMENT**

The Transnational Information and  
Consultation of Employees Regulations 1999

*Made - - - - 12th December 1999*  
*Laid before Parliament 14th December 1999*  
*Coming into force 15th January 2000*

THE TRANSNATIONAL INFORMATION AND  
CONSULTATION OF EMPLOYEES REGULATIONS 1999

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**Changes to legislation:** There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Transnational Information and Consultation of Employees Regulations 1999. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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Explanatory Note

### Changes to legislation:

There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Transnational Information and Consultation of Employees Regulations 1999. Any changes that have already been made by the team appear in the content and are referenced with annotations.

[View outstanding changes](#)

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

- Pt. 3 omitted by [S.I. 2019/535 Sch. 2 para. 10](#)
- Pt. 2 heading words omitted by [S.I. 2019/535 Sch. 2 para. 7](#)
- Sch. para. 1 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 2 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 3 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 4 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 5 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 6 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 7 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 8 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 9 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 10 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 10 omitted by [S.I. 2019/535 Sch. 2 para. 32](#)
- Sch. para. 2 substituted by [S.I. 2010/1088 reg. 24](#)
- Sch. para. 8(2) word substituted by [S.I. 2010/1088 reg. 27\(b\)](#)
- Sch. para. 9(6) words inserted by [S.I. 2010/1088 reg. 29\(a\)](#)
- Sch. para. 8(1) words omitted by [S.I. 2010/1088 reg. 27\(a\)](#)
- Regulations modified by [S.R. 2011/350 art. 23\(1\)Sch. 1 para. 1\(a\)](#)
- Regulations words substituted by [S.I. 2019/535 Sch. 2 para. 2\(a\)](#)
- Regulations words substituted by [S.I. 2019/535 Sch. 2 para. 2\(b\)](#)
- reg. 1 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 2 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 2(1) words inserted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(ii\)](#)
- reg. 2(1) words inserted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(iv\)](#)
- reg. 2(1) words inserted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(v\)](#)
- reg. 2(1) words omitted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(iii\)](#)
- reg. 2(1) words omitted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(vii\)](#)
- reg. 2(1) words substituted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(i\)](#)
- reg. 2(1) words substituted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(vi\)](#)
- reg. 2(3) words substituted by [S.I. 2019/535 Sch. 2 para. 3\(b\)](#)
- reg. 2(4) words omitted by [S.I. 2019/535 Sch. 2 para. 3\(c\)](#)
- reg. 2(5) words substituted by [S.I. 2019/535 Sch. 2 para. 3\(e\)](#)
- reg. 3 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 3(4) word substituted by [S.I. 2019/535 Sch. 2 para. 4\(a\)](#)
- reg. 3(4) words inserted by [S.I. 2019/535 Sch. 2 para. 4\(b\)](#)
- reg. 3(4) words substituted by [S.I. 2004/1079 Sch. para. 4\(2\)](#)
- reg. 4 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 4(1) words substituted by [S.I. 2019/535 Sch. 2 para. 5\(a\)](#)
- reg. 4(2)(a)(b) omitted by [S.I. 2019/535 Sch. 2 para. 5\(b\)](#)
- reg. 5 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 5(1) words omitted by [S.I. 2019/535 Sch. 2 para. 6\(a\)\(iii\)](#)
- reg. 5(1) words substituted by [S.I. 2019/535 Sch. 2 para. 6\(a\)](#)
- reg. 5(1)(a) omitted by [S.I. 2019/535 Sch. 2 para. 6\(a\)\(ii\)](#)
- reg. 5(2) words substituted by [S.I. 2019/535 Sch. 2 para. 6\(b\)](#)
- reg. 6 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 6(4) words omitted by [S.I. 2019/535 Sch. 2 para. 8\(a\)](#)
- reg. 6(4)(a)(b) substituted by [S.I. 2019/535 Sch. 2 para. 8\(b\)](#)
- reg. 7 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 7-10 omitted by [S.I. 2019/535 Sch. 2 para. 9](#)
- reg. 8 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)

- reg. 8(2) substituted by S.I. 2010/1088 reg. 6(b)
- reg. 9 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 10 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 11 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 12 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 12 substituted by S.I. 2010/1088 reg. 7
- reg. 13 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 14 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 15 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 16 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 16 omitted by S.I. 2019/535 Sch. 2 para. 11
- reg. 16(5) words inserted by S.I. 2010/1088 reg. 8(b)
- reg. 17 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 17(1)-(8) omitted by S.I. 2019/535 Sch. 2 para. 12
- reg. 17(4)(c) words inserted by S.I. 2010/1088 reg. 9(a)
- reg. 17(4)(f) substituted by S.I. 2010/1088 reg. 9(c)
- reg. 17(5) substituted by S.I. 2010/1088 reg. 9(e)
- reg. 18 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 18 substituted by S.I. 2019/535 Sch. 2 para. 13
- reg. 19 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 20 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 20(1)(4)(5)(10) word substituted by S.I. 2010/1088 reg. 12(a)
- reg. 20(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 18(b)(i)
- reg. 20(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 18(b)(ii)
- reg. 20(1)(b) words inserted by S.I. 2019/535 Sch. 2 para. 18(b)(iii)
- reg. 20(4) words inserted by S.I. 2019/535 Sch. 2 para. 18(c)
- reg. 20(5)(a) words inserted by S.I. 2019/535 Sch. 2 para. 18(d)(i)(aa)
- reg. 20(5)(a) words inserted by S.I. 2019/535 Sch. 2 para. 18(d)(i)(bb)
- reg. 20(5)(a) words inserted by S.I. 2019/535 Sch. 2 para. 18(d)(i)(cc)
- reg. 20(5)(b) words inserted by S.I. 2019/535 Sch. 2 para. 18(d)(ii)
- reg. 20(7) substituted by S.I. 2010/1088 reg. 12(b)
- reg. 20(8) word substituted by S.I. 2010/1088 reg. 12(d)
- reg. 21 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 21(1) substituted by S.I. 2010/1088 reg. 13(a)
- reg. 21(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 19(a)
- reg. 21(1)(b) words inserted by S.I. 2019/535 Sch. 2 para. 19(a)
- reg. 21(4)(9)(6) word substituted by S.I. 2010/1088 reg. 13(c)
- reg. 21(4) words inserted by S.I. 2019/535 Sch. 2 para. 19(b)
- reg. 21(6) words inserted by S.I. 2010/1088 reg. 13(d)
- reg. 21(6) words omitted by S.I. 2010/1088 reg. 13(d)
- reg. 21(7) word substituted by S.I. 2010/1088 reg. 13(f)
- reg. 22 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 22(1)(4) words substituted by S.I. 2010/1088 reg. 15(a)
- reg. 22(2) word substituted by S.I. 2010/1088 reg. 15(b)
- reg. 22(4) word substituted by S.I. 2010/1088 reg. 15(c)
- reg. 22(7) substituted by S.I. 2010/1088 reg. 15(d)
- reg. 23 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 24 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 25 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 25(1)(a) omitted by S.I. 2019/535 Sch. 2 para. 21(a)
- reg. 26 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 27 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 28 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 28(6)(b) words inserted by S.I. 2010/1088 reg. 17
- reg. 29 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 30 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 31 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 31(6)(b) words inserted by S.I. 2010/1088 reg. 18

- reg. 32 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 32 restricted by 2002 c. 22 s. 32Sch. 4
- reg. 33 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 34 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 34(2) omitted by S.I. 2019/535 Sch. 2 para. 22(a)
- reg. 34(3) words omitted by S.I. 2019/535 Sch. 2 para. 22(b)
- reg. 35 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 36 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 36(1) substituted by S.I. 2010/1088 reg. 19
- reg. 36(2) word omitted by S.I. 2019/535 Sch. 2 para. 23(a)
- reg. 36(3) omitted by S.I. 2019/535 Sch. 2 para. 23(b)
- reg. 36(4) words omitted by S.I. 2019/535 Sch. 2 para. 23(c)(i)
- reg. 36(4) words omitted by S.I. 2019/535 Sch. 2 para. 23(c)(ii)
- reg. 37 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 37(4) words substituted by S.I. 2010/1088 reg. 20
- reg. 38 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 38(5) omitted by S.I. 2019/535 Sch. 2 para. 24(a)
- reg. 38(6) words omitted by S.I. 2019/535 Sch. 2 para. 24(b)
- reg. 39 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 39(1)(2)(3) words omitted by S.I. 2010/1088 reg. 21
- reg. 40 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 40(1)(b) words inserted by S.I. 2010/1088 reg. 22
- reg. 41 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 41(2)(a) words substituted by S.I. 2014/386 Sch. para. 9
- reg. 41(2)(b) words substituted by S.R. 2020/4 Sch. para. 14
- reg. 41(3) word substituted by S.I. 2013/1956 Sch. para. 3(a)
- reg. 41(3)(a) words substituted by S.I. 2014/431 Sch. para. 20
- reg. 41(4) word substituted by S.I. 2013/1956 Sch. para. 3(a)
- reg. 41(7)(a) words substituted by S.I. 2009/3348 art. 23Sch. 2
- reg. 42 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 42(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 25(a)
- reg. 42(3) words inserted by S.I. 2019/535 Sch. 2 para. 25(b)
- reg. 43 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 43(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 26(a)
- reg. 43(3) words inserted by S.I. 2019/535 Sch. 2 para. 26(b)
- reg. 44 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 44(1) words omitted by S.I. 2019/535 Sch. 2 para. 27(a)(i)
- reg. 44(1) words omitted by S.I. 2019/535 Sch. 2 para. 27(a)(ii)
- reg. 45 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 45(1) words omitted by S.I. 2019/535 Sch. 2 para. 28(a)(i)
- reg. 45(1) words omitted by S.I. 2019/535 Sch. 2 para. 28(a)(ii)
- reg. 46 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 46 substituted by S.I. 2018/26 reg. 2(2)
- reg. 46(1) words inserted by S.I. 2019/535 Sch. 2 para. 30(c)
- reg. 46(1) words omitted by S.I. 2019/535 Sch. 2 para. 30(a)
- reg. 46(1) words omitted by S.I. 2019/535 Sch. 2 para. 30(b)
- reg. 47 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 47 omitted by S.I. 2019/535 Sch. 2 para. 31
- reg. 48 coming into force by S.I. 1999/3323 reg. 1(1)

**Changes and effects yet to be applied to the whole Instrument associated Parts and Chapters:**

- Blanket amendment words substituted by S.I. 2011/1043 art. 3-68-10

**Whole provisions yet to be inserted into this Instrument (including any effects on those provisions):**

- Sch. para. 6(3) inserted by S.I. 2010/1088 reg. 25

- Sch. para. 8A inserted by S.I. 2010/1088 reg. 28
- Sch. para. 9(7)(8) inserted by S.I. 2010/1088 reg. 29(b)
- Sch. para. 7(3)(4) substituted for Sch. para. 7(3) by S.I. 2010/1088 reg. 26
- reg. 2(4B)(a) omitted by S.I. 2019/535 Sch. 2 para. 3(d)(i)
- reg. 2(4B)(b) word substituted by S.I. 2019/535 Sch. 2 para. 3(d)(ii)
- reg. 2(4B)(c) word substituted by S.I. 2019/535 Sch. 2 para. 3(d)(ii)
- reg. 16(1A) inserted by S.I. 2010/1088 reg. 8(a)
- reg. 17(4)(dd) inserted by S.I. 2010/1088 reg. 9(b)
- reg. 17(4A) inserted by S.I. 2010/1088 reg. 9(d)
- reg. 17(9) inserted by S.I. 2010/1088 reg. 9(f)
- reg. 18A inserted by S.I. 2010/1088 reg. 10
- reg. 18A(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 14
- reg. 18A(1)(b) words inserted by S.I. 2019/535 Sch. 2 para. 14
- reg. 19A-19F inserted by S.I. 2010/1088 reg. 11
- reg. 19B(1)(a) and word omitted by S.I. 2019/535 Sch. 2 para. 15
- reg. 19E(1)(a) words substituted by S.I. 2019/535 Sch. 2 para. 16
- reg. 19F omitted by S.I. 2019/535 Sch. 2 para. 17
- reg. 20(A1) inserted by S.I. 2019/535 Sch. 2 para. 18(a)
- reg. 20(7A) inserted by S.I. 2010/1088 reg. 12(c)
- reg. 21(1A) inserted by S.I. 2010/1088 reg. 13(b)
- reg. 21(1A)(a) words inserted by S.I. 2019/535 Sch. 2 para. 19(b)
- reg. 21(6A) inserted by S.I. 2010/1088 reg. 13(e)
- reg. 21A inserted by S.I. 2010/1088 reg. 14
- reg. 21A(1)(a) omitted by S.I. 2019/535 Sch. 2 para. 20(a)(i)
- reg. 21A(1)(c) words omitted by S.I. 2019/535 Sch. 2 para. 20(a)(ii)
- reg. 21A(3) word omitted by S.I. 2019/535 Sch. 2 para. 20(b)
- reg. 21A(10)(c)(i) omitted by S.I. 2019/535 Sch. 2 para. 20(c)(i)
- reg. 21A(10)(c)(iii) words omitted by S.I. 2019/535 Sch. 2 para. 20(c)(ii)
- reg. 25(1A) inserted by S.I. 2010/1088 reg. 16
- reg. 25(1A)(a) omitted by S.I. 2019/535 Sch. 2 para. 21(b)
- reg. 27(2A) inserted by S.I. 2014/386 Sch. para. 7
- reg. 27(2B) inserted by S.R. 2020/4 Sch. para. 12
- reg. 27A inserted by S.I. 2014/386 Sch. para. 8
- reg. 27B inserted by S.R. 2020/4 Sch. para. 13
- reg. 41(7A) inserted by S.I. 2004/2518 reg. 2
- reg. 41(7A) words substituted by S.I. 2009/3348 art. 22Sch. 1
- reg. 41(9) inserted by S.I. 2013/1956 Sch. para. 3(b)
- reg. 44-45A substituted for reg. 44 by S.I. 2010/1088 reg. 23
- reg. 44(4)-(7) omitted by S.I. 2019/535 Sch. 2 para. 27(b)
- reg. 45(4)-(7) omitted by S.I. 2019/535 Sch. 2 para. 28(b)
- reg. 45A(1) substituted by S.I. 2019/535 Sch. 2 para. 29(a)
- reg. 45A(2)(a) words inserted by S.I. 2019/535 Sch. 2 para. 29(b)
- reg. 45A(3) word substituted by S.I. 2019/535 Sch. 2 para. 29(c)
- reg. 45A(3A) inserted by S.I. 2019/535 Sch. 2 para. 29(d)
- reg. 45A(4) omitted by S.I. 2019/535 Sch. 2 para. 29(e)
- reg. 45A(5) substituted by S.I. 2019/535 Sch. 2 para. 29(f)
- reg. 46A inserted by S.I. 2004/2326 reg. 53
- reg. 46A substituted by S.I. 2009/2401 reg. 40
- reg. 46A(1) words substituted by S.I. 2019/685 Sch. 3 para. 19(a)
- reg. 46A(2) substituted by S.I. 2019/685 Sch. 3 para. 19(b)
- reg. 46B inserted by S.I. 2006/2059 reg. 42