

## SCHEDULE 3

### Protection of Employment

#### Protection against dismissal

**12.** Paragraph 11 does not apply—

- (a) if the sole or principal reason for the dismissal is an economic, technical or organisational reason entailing changes in the workforce; or
- (b) if the application of section 94 of the 1996 Act to the dismissal of the employee is excluded by or under any provision of—
  - (i) the 1996 Act,
  - (ii) the Employment Tribunals Act 1996<sup>(1)</sup>, or
  - (iii) the Trade Union and Labour Relations (Consolidation) Act 1992<sup>(2)</sup>.

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<sup>(1)</sup> 1996 c.17.  
<sup>(2)</sup> 1992 c.52.