



Employment Protection (Consolidation) Act 1978

1978 CHAPTER 44

An Act to consolidate certain enactments relating to rights of employees arising out of their employment; and certain enactments relating to the insolvency of employers; to^{F1} employment tribunals]; to recoupment of certain benefits; to conciliation officers; and to the Employment Appeal Tribunal. [31st July 1978]

Extent Information

- E1** For the extent of this Act as originally enacted see [s. 160](#), and that provision was repealed (22.8.1996) by [1996 c. 18, ss. 242, 243, Sch. 3 Pt. I](#) (with [ss. 191-195, 202](#))

Textual Amendments

- F1** Words in long title substituted (1.8.1998) by [1998 c. 8, s. 1\(2\)](#) (with [s. 16\(2\)](#); [S.I. 1998/1658, art. 2, Sch. 1](#))

Modifications etc. (not altering text)

- C1** Act modified by [Hops Marketing Act 1982 \(c.5, SIF 2:10\), s. 2\(7\)](#), [Local Government Finance Act 1982 \(c.32, SIF 81:1\), Sch. 3 para. 8\(3\)](#), (1.4.1984) [Health and Social Services and Social Security Adjudications Act 1983 \(c.41, SIF 113:3\), Sch. 3 para. 23](#), [National Audit Act 1983 \(c.44, SIF 99:1\), Sch. 2 para. 2\(3\)](#), [National Heritage Act 1983 \(c.47, SIF 78\), Sch. 1 paras. 5\(5\), 15\(5\), 25\(5\), 35\(5\), Sch. 2 para. 2\(5\), Sch. 3 para. 5\(5\)](#), [S.I. 1985/1846, reg. 5\(5\)](#), [S.I. 1986/399, arts. 5\(8\), 6\(3\)](#), [S.I. 1986/151, regs. 2, 3\(3\)\(4\)](#), [S.I. 1987/406, reg. 2\(2\)](#), [Education Reform Act 1988 \(c. 40, SIF 41:1\), ss. 178\(2\)\(a\), 231\(7\), 235\(6\)](#); [Dock Work Act 1989 \(c. 13, SIF 43:1\), s. 6\(3\)](#); [Environmental Protection Act 1990 \(c. 43, SIF 46:4\), s. 137\(4\), Sch. 10 para.15](#); Act modified (S.) by [National Heritage \(Scotland\) Act 1985 \(c. 16, SIF 78\), ss. 1, 10, Sch. 1 Pt. I paras. 5\(5\), 16\(5\)](#); [Legal Aid \(Scotland\) Act 1986 \(c. 47, SIF 77:2\), s. 1, Sch. 1 para. 10\(1\)](#); [Enterprise and New Towns \(Scotland\) Act 1990 \(c. 35, SIF 64\), s. 1, Sch. 1 para. 17\(1\)](#); Act modified (E.W.S.) by [Health and Medicines Act 1988 \(c. 49, SIF 113:2\), ss. 18, 26\(7\)](#); [Housing Act 1988 \(c. 50, SIF 61\), s. 46\(2\), Sch. 5 para. 10\(1\)](#); Act modified (E.W.) by [National Health Service and Community Care Act 1990 \(c. 19, SIF 113:2\), s. 20\(6\)](#)
- C2** Power to modify Act (E.W.) conferred by [Local Government Finance Act 1988 \(c. 41, SIF 81:1\), s. 136, Sch. 11 para. 6\(4\)](#) and (E.W.) (10.12.1992) by [National Health Service and Community Care Act 1990 \(c. 19\), s. 49\(3\)\(b\)](#); [S.I. 1992/2975, art. 2\(1\)\(a\)](#).

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

- C3** Act applied with modifications by S.I. 1989/1139, arts. 3(6), 4(8), **Sch. Pt. III**; S.I. 1989/1139, art. 4(4), **Sch. para. 13**; S.I. 1989/1139, art. 4(6), Sch. paras. 12, **13**
- C4** Act excluded by S.I. 1989/901, **art. 6(1)**
Act restricted (*retrospectively* for specified purposes and otherwise 3.11.1994) by 1994 c. 33, **ss. 126(1)(2)(a)(4), 172(4)**
Act excluded (3.11.1994) by 1994 c. 33, **ss. 127(8), 172(4)**
Act amended (1.4.1996) by S.I. 1996/593, reg. 2, **Sch. 1**
- C5** Act applied (S.) (27.11.1991) by Natural Heritage (Scotland) Act 1991 (c. 28, SIF 46:1), s. 14, **Sch. 4 para. 4**; S.I. 1991/2633, art. 3, **Sch.**
- C6** Act modified (16.3.1992) by Offshore Safety (Protection Against Victimisation) Act 1992 (c. 24), **s. 1(1)(3).**
- C7** Act: by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), **ss. 281(5), 282(2), 302** it is provided (16.10.1992) that any provision modifying or supplementing s. 151 or Sch. 13 of this Act shall apply for the purposes of that s. 281.

[^{F2}**PART I**

EMPLOYMENT PARTICULARS

Textual Amendments

F2 Ss. 1-6, Part I heading and cross heading substituted (30.11.1993) by 1993 c. 19, ss. 26, 50, Sch.4, **Sch. 9 para. 3**; S.I. 1993/2503, art. 2(2), **Sch.2.**

^{F3}*Written particulars of employment*

Textual Amendments

F3 Ss. 1-6, Part I heading and cross heading substituted (30.11.1993) by 1993 c. 19, ss. 26, 50, Sch.4, **Sch. 9 para. 3**; S.I. 1993/2503, art. 2(2), **Sch.2.**

^{F4}**1**

Textual Amendments

F4 S. 1 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

^{F5}**2**

Textual Amendments

F5 S. 2 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F73

Textual Amendments

F7 S. 3 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

F84

Textual Amendments

F8 S. 4 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

F95

Textual Amendments

F9 S. 5 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

F116]

Textual Amendments

F11 S. 6 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202, Sch. 2 paras. 6, 7(2))

F127

Textual Amendments

F12 Ss. 3, 7 repealed by Employment Act 1982 (c. 46, SIF 43:5), **Sch. 4**

Itemised pay statements

F138

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F13 S. 8 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F14⁹

Textual Amendments

F14 S. 9 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F15¹⁰

Textual Amendments

F15 S. 10 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Enforcement of rights under Part I

F16¹¹

Textual Amendments

F16 S. 11 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

PART II

RIGHTS ARISING IN COURSE OF EMPLOYMENT

Guarantee payments

F17¹²

Textual Amendments

F17 S. 12 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F18¹³

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F18 S. 13 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F19 **14**

Textual Amendments

F19 S. 14 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F20 **15**

Textual Amendments

F20 S. 15 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F21 **16**

Textual Amendments

F21 S. 16 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F22 **17**

Textual Amendments

F22 S. 17 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F23 **18**

Textual Amendments

F23 S. 18 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Suspension from work on medical grounds

F24 **19**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F24 S. 19 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F25}**20**

Textual Amendments

F25 S. 20 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F26}**21**

Textual Amendments

F26 S. 21 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F27}**22**

Textual Amendments

F27 S. 22 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

[^{F28} Right not to suffer detriment in health and safety cases

Textual Amendments

F28 Ss. 22A-22C and cross heading inserted (30.8.1993) by 1993 c. 19, s. 28, **Sch. 5 para.1**; S.I. 1993/1908, art. 2(1), **Sch.1**.

^{F29}**22A**

Textual Amendments

F29 S. 22A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F30}**22AA**.....

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F30 S. 22AA repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F31}**22B**

Textual Amendments

F31 S. 22B repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F32}**22C]**

Textual Amendments

F32 S. 22C repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Trade union membership and activities

^{F33}**23**

Textual Amendments

F33 Ss. 23-28 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2).

^{F34}**24**

Textual Amendments

F34 Ss. 23-28 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F35}**25**

Textual Amendments

F35 Ss. 23-28 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2).

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F36 **26**

Textual Amendments

F36 Ss. 23-28 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2).

F37 **26A**

Textual Amendments

F37 S. 26A substituted by Employment Act 1982 (c. 46), s. 11 (with saving in S.I. 1982/1656, **Sch. 2**) and repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Time off work

F38 **27**

Textual Amendments

F38 Ss. 23-28 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F39 **28**

Textual Amendments

F39 Ss. 23-28 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F40 **29**

Textual Amendments

F40 S. 29 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F41 **30**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F41 S. 30 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F42}**31**

Textual Amendments

F42 S. 31 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F43}**31A**

Textual Amendments

F43 S. 31A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F44}**31AA**

Textual Amendments

F44 S. 31AA repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F45}**32**

Textual Amendments

F45 S. 32 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

[^{F46}**PART III**

MATERNITY]

Textual Amendments

F46 Pt. III (ss. 33-38A, 39-44) substituted for Pt. III (ss. 33-48) and ss. 45-47 added as provisions of Pt. III (10.6.1994) by 1993 c. 19, ss.23, 25, **Schs.2,3**; S.I. 1994/1365, art. 2, **Sch.**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

^{F47} General right to maternity leave

Textual Amendments

F47 Pt. III (ss. 33-38A, 39-44) substituted for Pt. III (ss. 33-48) and ss. 45-47 added as provisions of Pt. III (10.6.1994) by 1993 c. 19, ss.23, 25, Schs.2,3; S.I. 1994/1365, art. 2, Sch.

33 General right to maternity leave.

F48

Textual Amendments

F48 S. 33 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

34 Commencement of maternity leave period.

F49

Textual Amendments

F49 S. 34 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

35 Duration of maternity leave period.

F50

Textual Amendments

F50 S. 35 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

36 Notice of commencement of leave.

F51

Textual Amendments

F51 S. 36 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

37 Requirement to inform employer of pregnancy etc.

F52

Textual Amendments

F52 S. 37 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

37A Requirement to inform employer of return during maternity leave period.

F53

Textual Amendments

F53 S. 37A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

38 Special provision where redundancy during maternity leave period.

F54

Textual Amendments

F54 S. 38 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

38A ^{F55} **Contractual right to maternity leave.**

]

Textual Amendments

F55 S. 38A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

[^{F56}Right to return to work

Textual Amendments

F56 Pt. III (ss. 33-38A, 39-44 and cross heading) substituted for Pt. III (ss. 33-48) and ss. 45-47 added as provisions of Pt. III (10.6.1994) by 1993 c. 19, ss. 23, 25, Schs.2, 3; S.I. 1994/1365, art. 2, Sch.

^{F57} **39**

Textual Amendments

F57 S. 39 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

^{F58} **40**

Textual Amendments

F58 S. 40 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

^{F59} **41**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F59 S. 41 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F60}**42**

Textual Amendments

F60 S. 42 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F61}**43**

Textual Amendments

F61 S. 43 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

44] ^{F62}

Textual Amendments

F62 S. 44 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F63}Suspension from work on maternity grounds

Textual Amendments

F63 Pt. III (ss. 33-38A, 39-44) substituted for Pt. III (ss. 33-48) and ss. 45-47, together with the heading, added as provisions of Pt. III (10.6.1994) by 1993 c. 19, ss. 23, 25, **Schs. 2,3**; S.I. 1994/1365, art. 2, **Sch.**

^{F64}**45**

Textual Amendments

F64 S. 45 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F65}**46**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F65 S. 46 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F66}**47]**

Textual Amendments

F66 S. 47 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

General provisions

PART IV

TERMINATION OF EMPLOYMENT

Modifications etc. (not altering text)

C9 Pt. IV modified (3.4.1995) by 1994 c. 19, **s. 44(1)(a)** (with ss. 54(5)(7), 55(5), Sch. 17 paras. 22(1), 23(2)); S.I. 1995/852, art. 7, **Sch. 3**

^{F68}**49**

Textual Amendments

F68 S. 49 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F69}**50**

Textual Amendments

F69 S. 50 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F70}**51**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F70 S. 51 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F71}**52**

Textual Amendments

F71 S. 52 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F72}**53**

Textual Amendments

F72 S. 53 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

PART V

UNFAIR DISMISSAL

Modifications etc. (not altering text)

C10 Pt. V modified by S.I. 1981/1794, **regs. 8(1)(4)**, 13

Pt. V (ss. 54-80) modified (3.4.1995) by 1994 c. 19, s. **44(1)(a)** (with ss. 54(5)(7), 55(5), Sch. 17 paras. 22(1), 23(2)); S.I. 1995/852, art. 7, **Sch. 3**

Pt. V modified (E.W.) (ss. 54-80) (26.8.1994) by 1994 c. 20, s. 4, **Sch. 4 para. 7(1)(3)**; S.I. 1994/1841, **art. 2**

Pt. V modified (ss. 54-80) (*prosp.*) by 1995 c. 26, **ss. 46(5)(6)**, 180(1) (which c. 46 was repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202))

C11 Pt. V (ss. 54-80) modified by S.I. 1989/901, arts. 3, 4(b), **Sch.**

C12 Pt. V (ss. 54-80) modified (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), **ss.152(1)**, 153, 302.

Pt. V (ss. 54-80) excluded (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), **ss. 167(1)**, 302.

Pt. V: by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), **ss. 167(1)(2)(3)**, 302 it is provided (16.10.1992) that Pt. V of this Act shall have effect subject to the provisions of ss. 152-166 of that 1992 Act and that those sections shall be construed as one with this Part.

Right not to be unfairly dismissed

^{F73}**54**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F73 S. 54 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Meaning of unfair dismissal

^{F74}**55**

Textual Amendments

F74 S. 55 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F75}**56**

Textual Amendments

F75 S. 56 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F76}**56A**

Textual Amendments

F76 S. 56A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F77}**57**

Textual Amendments

F77 S. 57 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F78}**57A**

Textual Amendments

F78 S. 57A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

[^{F79}**57A** Dismissal of employee representatives.

The dismissal of an employee by an employer shall be regarded for the purposes of this Part as having been unfair if the reason for it (or, if more than one, the principal reason) was that the employee, being—

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

- (a) an employee representative for the purposes of Chapter II of Part IV of the Trade Union and Labour Relations (Consolidation) Act 1992 or Regulations 10 and 11 of the Transfer of Undertakings (Protection of Employment) Regulations 1981, or
 - (b) a candidate in an election in which any person elected will, on being elected, be such an employee representative,
- performed, or proposed to perform, any functions or activities as such an employee representative or candidate.]

Textual Amendments

F79 S. 57AA inserted (26.10.1995) by S.I. 1995/2587, reg. 14(1)

^{F80} **58**

Textual Amendments

F80 S. 58 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch.1 (with savings in Sch. 3 para. 2).

^{F81} **58A**

Textual Amendments

F81 S. 58A repealed by Employment Act 1988 (c. 19, SIF 43:5), s. 33(2), Sch. 4

^{F82} **59**

Textual Amendments

F82 S. 59 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

^{F83} **60**

Textual Amendments

F83 S. 60 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

^{F84} **60A**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F84 S. 60A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F85 **61**

Textual Amendments

F85 S. 61 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F86 **62**

Textual Amendments

F86 S. 62 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F87 **62A**

Textual Amendments

F87 S. 62A inserted by Employment Act 1990 (c. 38), s. 9(1) and repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2).

F88 **63**

Textual Amendments

F88 S. 63 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Exclusion of section 54

F89 **64**

Textual Amendments

F89 S. 64 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F90 **64A**

Textual Amendments

F90 S. 64A (which was inserted with saving by Employment Act 1980 (c. 42, SIF 43:5), s. 8(1); S.I. 1980/1170) repealed (30.8.1993) by 1993 c. 19, ss. 49(1), 51, Sch. 7 para. 2, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1** (and expressed to be repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202))

F91 **65**

Textual Amendments

F91 S. 65 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F92 **66**

Textual Amendments

F92 S. 66 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Remedies for unfair dismissal

F93 **67**

Textual Amendments

F93 S. 67 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F94 **68**

Textual Amendments

F94 S. 68 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F95 **69**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F95 S. 69 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F96⁷⁰

Textual Amendments

F96 S. 70 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F97⁷¹

Textual Amendments

F97 S. 71 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Amount of compensation

F98⁷²

Textual Amendments

F98 S. 72 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F99^{72A}

Textual Amendments

F99 S. 72A (which was inserted by **Employment Act 1982 (c. 46), s. 6** (with savings in S.I. 1982/1656, **Sch. 2**)) repealed (16.10.1992) by **Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch.1** (with savings in Sch. 3 para. 2) and expressed to be repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F100⁷³

Textual Amendments

F100 S. 73 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F101~~74~~

Textual Amendments

F101 S. 74 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F102~~75~~

Textual Amendments

F102 S. 75 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F103~~75A~~

Textual Amendments

F103 S. 75A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F104~~76~~

Textual Amendments

F104 S. 76 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F105~~76A~~

Textual Amendments

F105 Ss. 76A-79 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1** (with savings in Sch. 3 para. 2) and expressed to be repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F106~~76B,~~.....

76C

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F106 Ss. 76B, 76C repealed by [Employment Act 1982 \(c. 46, SIF 43:5\)](#), [Sch. 4](#) with saving in S.I. 1982/1656, [Sch. 2](#) and expressed to be repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, [Sch. 3 Pt. I](#) (with ss. 191-195, 202)

f^{F107}Interim relief

Textual Amendments

F107 Ss. 77-79 and cross heading inserted (30.8.1993) by 1993 c. 19, s. 28, [Sch. 5 para.10](#); S.I. 1993/1908, art. 2(1), [Sch.1](#) (previous versions of ss. 77-79 having been repealed (16.10.1992) by 1992 c. 52, [Sch. 1](#)).

F108~~77~~

Textual Amendments

F108 S. 77 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, [Sch. 3 Pt. I](#) (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, [Sch. 1](#)

F109~~77A~~

Textual Amendments

F109 S. 77A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, [Sch. 3 Pt. I](#) (with ss. 191-195, 202)

F110~~78~~

Textual Amendments

F110 S. 78 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, [Sch. 3 Pt. I](#) (with ss. 191-195, 202)

F111~~78A~~

Textual Amendments

F111 S. 78A repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, [Sch. 3 Pt. I](#) (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, [Sch. 1](#)

F112~~79]~~

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F112 S. 79 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Teachers in aided schools

^{F113}**80**

Textual Amendments

F113 S. 80 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

PART VI

REDUNDANCY PAYMENTS

Modifications etc. (not altering text)

- C13** Pt. VI (ss. 81–120) modified by Local Government Act 1985 (c. 51, SIF 81:1), **s. 59(1)**
Pt. VI modified (3.4.1995) by 1994 c. 19, **s. 44(1)(a)** (with ss. 54(5)(7), 55(5), Sch. 17 paras. 22(1), 23(2)); S.I. 1995/852, art. 7, **Sch. 3**
- C14** Pt. VI (ss. 81–120) excluded (S.) by Legal Aid (Scotland) Act 1986 (c. 47, SIF 77:2), s. 1, **Sch. 1 para. 10(2)**, Housing (Scotland) Act 1988 (c. 43, SIF 61), s. 1(2), **Sch. 1 para. 12(2)** and Enterprise and New Towns (Scotland) Act 1990 (c. 35, SIF 64), s. 1, **Sch. 1 para. 17(2)**
- C15** Pt. VI (ss. 81–120) excluded by Legal Aid Act 1988 (c. 34, SIF 77:1), **s. 45(4) Sch. 7 para. 7(3)(b)**, Housing Act 1988 (c. 50, SIF 61), s. 46(2), **Sch. 5 para. 10(2)**, Electricity Act 1989 (c. 29, SIF 44:1), ss. 56(2), 113(2), **Sch. 17 para. 35** and Environmental Protection Act 1990 (c. 43, SIF 46:4), s. 137(4), **Sch. 10 para. 16**
- C16** Pt. VI (ss. 81-120) excluded (S.) (27. 11. 1991) by Natural Heritage (Scotland) Act 1991 (c. 28, SIF 46:1), s. 14, **Sch. 4 para.5**; S.I. 1991/2633, **art. 3**,Sch.
- C17** Pt. VI (ss. 81-120): certain functions, rights and liabilities of the London Residuary Body in relation to redundancy payments payable under Part VI of this Act, transferred (1.4.1992) to the London Pensions Fund Authority by S.I. 1992/331, **arts. 2(1)(g)(4)**, 3.

Right to redundancy payment

^{F114}**81**

Textual Amendments

F114 S. 81 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F115}**82**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F115 S. 82 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F116}**83**

Textual Amendments

F116 S. 83 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F117}**84**

Textual Amendments

F117 S. 84 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F118}**85**

Textual Amendments

F118 S. 85 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F119}**86**

Textual Amendments

F119 S. 86 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F120}**87**

Textual Amendments

F120 S. 87 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F121}**88**

Textual Amendments

F121 S. 88 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F122⁸⁹

Textual Amendments

F122 S. 89 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F123⁹⁰

Textual Amendments

F123 S. 90 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F124⁹¹

Textual Amendments

F124 S. 91 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F125⁹²

Textual Amendments

F125 S. 92 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F126⁹³

Textual Amendments

F126 S. 93 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F127⁹⁴

Textual Amendments

F127 S. 94 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10** (with Sch. 9 para. 4); S.I. 1993/1908, art. 2(1), **Sch.1**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F128 **95**

Textual Amendments

F128 S. 95 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1**

F129 **96**

Textual Amendments

F129 S. 96 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F130 **97**

Textual Amendments

F130 S. 97 repealed by **Employment Act 1980** (c. 42, SIF 43:5), **Sch. 2**

F131 **98**

Textual Amendments

F131 S. 98 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F132 **99**

Textual Amendments

F132 S. 99 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F133 **100**

Textual Amendments

F133 S. 100 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F134 **101**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F134 S. 101 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F135}**102**

Textual Amendments

F135 S. 102 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Redundancy Fund

^{F136}**103**

Textual Amendments

F136 S. 103 repealed by **Employment Act 1990** (c. 38, SIF 43:5), s. 16(2), **Sch. 3**

^{F137}**104**

Textual Amendments

F137 S. 104 repealed by **Employment Act 1989** (c. 38, SIF 43:1), ss. 17(a), 29(4)(6), Sch. 7 Pt. II, **Sch. 9 para. 4**

^{F138}**104A**

Textual Amendments

F138 S. 104A inserted by **Wages Act 1986** (c. 48, SIF 43:2), s. **27(3)** and repealed by **Employment Act 1989** (c. 38, SIF 43:1), ss. 17(a), 29(4)(6), Sch. 7 Pt. II, **Sch. 9 para. 4**

^{F139}**105**

Textual Amendments

F139 S. 105 repealed by **Employment Act 1990** (c. 38, SIF 43:5), ss. 13(4), 16(2), **Sch. 3**

^{F140}**106**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F140 S. 106 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F141 **107**

Textual Amendments

F141 S. 107 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F142 **108**

Textual Amendments

F142 S. 108 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F143 **109**

Textual Amendments

F143 S. 109 repealed by **Employment Act 1990** (c. 38, SIF 43:5), s. 16(2), **Sch. 3**

Miscellaneous and supplemental

F144 **110**

Textual Amendments

F144 S. 110 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F145 **111**

Textual Amendments

F145 S. 111 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F146 **112**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F146 S. 112 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F147 **113**

Textual Amendments

F147 S. 113 repealed by Wages Act 1986 (c. 48, SIF 43:2), ss. 28, 32(2)(3), Sch. 5 Pt. I, **Sch. 6 para. 10**

F148 **114**

Textual Amendments

F148 S. 114 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F149 **115**

Textual Amendments

F149 S. 115 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F150 **116**

Textual Amendments

F150 S. 116 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F151 **117**

Textual Amendments

F151 S. 117 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F152 **118**

Textual Amendments

F152 S. 118 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F153 **119**

Textual Amendments

F153 S. 119 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F154 **120**

Textual Amendments

F154 S. 120 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

PART VII

INSOLVENCY OF EMPLOYER

F155 **121**

Textual Amendments

F155 S. 121 repealed by **Insolvency Act 1985** (c. 65, SIF 66), s. 235, **Sch. 10 Pt. IV**

F156 **122**

Textual Amendments

F156 S. 122 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F157 **123**

Textual Amendments

F157 S. 123 repealed (7.2.1994) by 1993 c. 48, s. 188, **Sch. 5 Pt.I**; S.I. 1994/86, **art. 2**

F158 **124**

Textual Amendments

F158 S. 124 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, **art. 2, Sch. 1**

Status: Point in time view as at 01/08/1998.

*Changes to legislation: There are currently no known outstanding effects for the
Employment Protection (Consolidation) Act 1978. (See end of Document for details)*

F159 **125**

Textual Amendments

F159 S. 125 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F160 **126**

Textual Amendments

F160 S. 126 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F161 **127**

Textual Amendments

F161 S. 127 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

PART VIII

RESOLUTION OF DISPUTES RELATING TO EMPLOYMENT

Industrial tribunals

F162 **128**

Textual Amendments

F162 S. 128 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with ss. 1(2), 38) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F163 **129**

Textual Amendments

F163 S. 129 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F164 **130**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F164 S. 130 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38, Sch. 2 para. 6) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F165 **131**

Textual Amendments

F165 S. 131 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Recoupment of certain benefits

F166 **132**

Textual Amendments

F166 S. 132 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (2.9.1996) by 1995 c. 18, s. 41(4), **Sch. 2 para. 2**; S.I. 1996/2208, **art. 2(a)** and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Conciliation officers

F167 **133**

Textual Amendments

F167 S. 133 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F168 **134**

Textual Amendments

F168 S. 134 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Employment Appeal Tribunal

F169 **135**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F169 S. 135 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

^{F170}**136**

Textual Amendments

F170 S. 136 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (2.12.1996) by 1995 c. 50, s. 70(4), **Sch. 6 para. 2**; S. 1996/1474, art. 2(3), Sch. Pt. III (with art. 3); S.R. 1996/280, art. 2, **Sch. Pt. II** (with art. 3) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

^{F171}**136A**

Textual Amendments

F171 S. 136A repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

PART IX

MISCELLANEOUS AND SUPPLEMENTAL

Extension of employment protection legislation

^{F172}**137**

Textual Amendments

F172 S. 137 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Crown employment

138 Application of Act to Crown employment.

^{F173}(1)

^{F173}(2)

^{F173}(3)

^{F173}(4)

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F173(5)

F173(6)

(7) For the purposes of the application of the provisions of this Act in relation to Crown employment in accordance with subsection (1)—

F173(a)

F173(b)

F173(c)

F173(d)

F174(e)

F173(f)

F173(8)

Textual Amendments

F173 S. 138(1)-(6)(7)(a)-(d)(f)(8) repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F174 S. 138(7)(e) repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

[^{F175}**138A**Application of Act to armed forces.

(1) The provisions of this Act which apply, by virtue of section 138, to service as a member of the naval, military or air forces of the Crown are—

Part I;

in Part II, sections 19 to 22 and 31A;

Part III;

in Part IV, section 53;

Part V, except sections 57A [^{F176}57AA,] and 80;

Part VIII; and

this Part.

(2) Her Majesty may, by Order in Council,—

(a) amend subsection (1) above by making additions to, or omissions from, the provisions for the time being specified in that subsection by an Order under this subsection; and

(b) make any provision apply to service as a member of the naval, military or air forces of the Crown subject to such exceptions and modifications as may be specified in the Order.

(3) Subject to subsection (5) below, modifications made under subsection (2) above may include provision precluding the making of a complaint or reference to any [^{F177}employment tribunal] unless the person aggrieved has availed himself of the service procedures for the redress of complaints applicable to him.

(4) Where modifications include the provision authorised by subsection (3) above the Order in Council shall also include provision designed to secure that the service procedures for the redress of complaints result in a determination, or what is to be treated under the Order as a determination, in sufficient time to enable a complaint or reference to be made to an [^{F177}employment tribunal].

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

- (5) No provision shall be made by virtue of subsection (3) above which has the effect of substituting, for any period specified as the normal period for a complaint or reference on any matter to an [^{F177}employment tribunal], a period longer than six months.
- (6) No recommendation shall be made to Her Majesty to make an Order in Council under subsection (2) above unless a draft of the Order has been laid before Parliament and approved by a resolution of each House of Parliament.
- (7) In this section—

“the normal period for a complaint or reference”, in relation to any matter within the jurisdiction of an [^{F177}employment tribunal], means the period specified in the relevant enactment as the period within which the complaint or reference must be made, disregarding any provision permitting an extension of that period at the discretion of the tribunal; and

“the service procedures for the redress of complaints” means the procedures, excluding those which relate to the making of a report on a complaint to Her Majesty, referred to in sections 180 and 181 of the ^{M1}Army Act 1955, sections 180 and 181 of the ^{M2}Air Force Act 1955 and section 130 of the ^{M3}Naval Discipline Act 1957.]

Textual Amendments

- F175** S. 138A inserted (10.6.1994) by 1993 c. 19, s. 31(2); S.I. 1994/1365, art. 2, Sch.
- F176** Words in s. 138A(1) inserted (26.10.1995) by S.I. 1995/2587, reg. 14(5)
- F177** Words in s. 138A(3)-(5)(7) substituted (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, Sch. 1

Marginal Citations

- M1** 1955 c. 18.
- M2** 1955 c. 19.
- M3** 1957 c. 53.

House of Commons staff

139 Provisions as to House of Commons staff.

- (1) The provisions of Parts I ^{F178} . . . , II, III^{F179}, V and VIII, and this Part and section 53 shall apply to relevant members of House of Commons staff as they apply to persons in Crown employment within the meaning of section 138 and accordingly for the purposes of the application of those provisions in relation to any such members—
 - ^{F180}(a)
 - ^{F180}(b)
 - ^{F180}(c)
 - ^{F181}(d)
 - ^{F180}(e)
- ^{F180}(2)
- ^{F180}(3)
- ^{F180}(4)

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

- F180(5)
- F180(6)
- F180(7)
- F180(8)
- F180(9)

Textual Amendments

- F178** Words in s. 139(1) repealed (30.11.1993) by 1993 c. 19, ss. 49(1), 51, Sch. 7 para. 4, **Sch. 10**; S.I. 1993/2503, art. 2(2), **Sch. 2**
- F179** Words repealed by **Social Security Act 1986** (c. 50, SIF 113:1), s. 86(2), **Sch. 11**
- F180** S. 139(1)(a)-(c)(e)(2)-(9) repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment to s. 139(2)(6) (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**
- F181** S. 139(1)(d) repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

Modifications etc. (not altering text)

- C18** S. 139 modified (2.12.1996) by 1995 c. 50, s. 65(2) (with ss. 59, 64); S.I. 1996/1474, art. 2(3), **Sch. Pt. III** (with art. 3)

[^{F182} House of Lords staff

Textual Amendments

- F182** S. 139A and cross heading inserted (30.11.1993) by 1993 c. 19, s. 49(1), **Sch. 7 para.11**; S.I. 1993/2503, art. 2(2), **Sch.2**

139A ^{F183}**Provisions as to House of Lords staff.**

- F184(1)
- F184(2)
- (3) For the purposes of the application of the enactments applied by subsection (1) in relation to a relevant member of the House of Lords staff—
 - ^{F185}(a)
 - ^{F184}(b)
- F184(4)
- F184(5)
- F184(6)]

Textual Amendments

- F183** S. 139A inserted (30.11.1993) by 1993 c. 19, s. 49(1), **Sch. 7 para. 11**; S.I. 1993/2503, art. 2(2), **Sch. 2**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

- F184** S. 139A(1)(2)(3)(b)(4)-(6) repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment to s. 139A(2) (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**
- F185** S. 139A(3)(a) repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

Contracting out of provisions of Act

F186 140

Textual Amendments

F186 S. 140 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Excluded classes of employment

F187 141

Textual Amendments

F187 S. 141 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F188 142

Textual Amendments

F188 S. 142 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F189 143

Textual Amendments

F189 S. 143 repealed by Employment Act 1982 (c. 46, SIF 43:5), **Sch. 4**

F190 144

Textual Amendments

F190 S. 144 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F191 **145**

Textual Amendments

F191 S. 145 repealed by [Dock Work Act 1989](#) (c. 13, SIF 43:5), s. 7(1), **Sch. 1 Pt. I**

F192 **146**

Textual Amendments

F192 S. 146 repealed (22.8.1996) by [1996 c. 18](#), ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F193 **146A**

Textual Amendments

F193 S. 146A repealed (22.8.1996) by [1996 c. 18](#), ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F194 **147**

Textual Amendments

F194 S. 147 repealed by [Employment Act 1982](#) (c. 46, SIF 43:5), **Sch. 4**

Supplementary provisions

F195 **148**

Textual Amendments

F195 S. 148 repealed (22.8.1996) by [1996 c. 18](#), ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F196 **149**

Textual Amendments

F196 S. 149 repealed (22.8.1996) by [1996 c. 18](#), ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F197 **150**

Status: Point in time view as at 01/08/1998.

*Changes to legislation: There are currently no known outstanding effects for the
Employment Protection (Consolidation) Act 1978. (See end of Document for details)*

Textual Amendments

F197 S. 150 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F198 **151**

Textual Amendments

F198 S. 151 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F199 **152**

Textual Amendments

F199 S. 152 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F200 **153**

Textual Amendments

F200 S. 153 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F201 **154**

Textual Amendments

F201 S. 154 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F202 **155**

Textual Amendments

F202 S. 155 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F203 **156**

Textual Amendments

F203 S. 156 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F204 **157**

Textual Amendments

F204 S. 157 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F205 **158**

Textual Amendments

F205 S. 158 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F206 **159**

Textual Amendments

F206 S. 159 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F207 **160**

Textual Amendments

F207 S. 160 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

SCHEDULES

F208 SCHEDULE 1

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Textual Amendments

F208 Sch. 1 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F219 SCHEDULE 2

.....

Textual Amendments

F219 Sch. 2 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F237 SCHEDULE 3

.....

Textual Amendments

F237 Sch. 3 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F247 SCHEDULE 4

.....

Textual Amendments

F247 Sch. 4 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment to para. 5 (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F251 SCHEDULE 5

Textual Amendments

F251 Sch. 5 repealed (1.4.1991) by National Health Service and Community Care Act 1990 (c. 19, SIF 113:2), s. 66(2), Sch. 10

F256 SCHEDULE 6

Textual Amendments

F256 Sch. 6 repealed by Employment Act 1989 (c. 38, SIF 43:1), ss. 17(6), 29(4)(6), Sch. 7 Pt. II, Sch. 9 para. 4(1)

F257 SCHEDULE 7

Textual Amendments

F257 Sch. 7 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F260 SCHEDULE 8

Textual Amendments

F260 Sch. 8 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F261 SCHEDULE 9

Textual Amendments

F261 Sch. 9 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, Sch. 3 Pt. I (with s. 38) and subject to amendments (1.8.1998) by 1998 c. 8, s. 1(2) (with s. 16(2)); S.I. 1998/1658, art. 2, Sch. 1

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

F287 SCHEDULE 10

Textual Amendments

F287 Sch. 10 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38, Sch. 2 para. 6)

F290 SCHEDULE 11

Textual Amendments

F290 Sch. 11 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38) and subject to an amendment (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F311 SCHEDULE 12

Textual Amendments

F311 Sch. 12 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to amendments (1.8.1998) by 1998 c. 8, s. **1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F314 SCHEDULE 13

Textual Amendments

F314 Sch. 13 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) and subject to an amendment to para. 20(3) (2.12.1996 for specified purposes and otherwise *prosp.*) by 1995 c. 50, s. 70(3)(4)(5), Sch. 6 para. 3, **Sch. 7**; S.I. 1996/1474, art. 2(3), **Sch. Pt. III**

F352 SCHEDULE 14

Status: Point in time view as at 01/08/1998.

Changes to legislation: There are currently no known outstanding effects for the Employment Protection (Consolidation) Act 1978. (See end of Document for details)

Textual Amendments

F352 Sch. 4 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F362 SCHEDULE 15

Textual Amendments

F362 Sch. 15 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)(and Sch. 15 para. 18 expressed to be repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)) and subject to an amendment (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F372 SCHEDULE 16

Textual Amendments

F372 Sch. 16 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202) (and Sch. 16 paras. 3, 6, 13, 16, 20(2), 25(3) and 28 expressed to be repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)) and subject to amendments (1.8.1998) by 1998 c. 8, **s. 1(2)** (with s. 16(2)); S.I. 1998/1658, art. 2, **Sch. 1**

F395 SCHEDULE 17.

Textual Amendments

F395 Sch. 17 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Status:

Point in time view as at 01/08/1998.

Changes to legislation:

There are currently no known outstanding effects for the **Employment Protection (Consolidation) Act 1978**.