



# Employment Act 1980

## 1980 CHAPTER 42

**U.K.**

An Act to provide for payments out of public funds towards trade unions' expenditure in respect of ballots, for the use of employers' premises in connection with ballots, and for the issue by the Secretary of State of Codes of Practice for the improvement of industrial relations; to make provision in respect of exclusion or expulsion from trade unions and otherwise to amend the law relating to workers, employers, trade unions and employers' associations; to repeal section 1A of the Trade Union and Labour Relations Act 1974; and for connected purposes. [1st August 1980]

### Extent Information

**E1** The extent provision of this Act as originally enacted was repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202); see s. 21

### Commencement Information

**I1** Act partly in force at Royal Assent see s. 21(2); Act wholly in force at 22.12.1980

### *Trade union ballots and Codes of Practice*

**F1** ..... **E+W+S**

### Textual Amendments

**F1** S. 1 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

**F2** ..... **E+W+S**

*Status: Point in time view as at 22/08/1996.*  
*Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)*

**Textual Amendments**  
F2 S. 2 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch.1

F3 ..... E+W+S

**Textual Amendments**  
F3 S. 3 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch. 1

*Exclusion from trade union membership*

F4 ..... E+W+S

**Textual Amendments**  
F4 S. 4 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch. 1

F5 ..... E+W+S

**Textual Amendments**  
F5 S. 5 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch. 1

*Unfair dismissal*

F6 ..... E+W+S

**Textual Amendments**  
F6 S. 6 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

7 ..... F7 E+W+S

**Textual Amendments**  
F7 Ss. 7, 10 repealed by Employment Act 1982 (c. 46, SIF 43:5), s. 21(3), Sch. 4

*Status: Point in time view as at 22/08/1996.*  
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**8** **E+W+S**

- F8(1) .....
- F9(2) .....

**Textual Amendments**

- F8 S. 8(1) repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch. 10**; S.I. 1993/1908, art. 2(1), **Sch. 1**.
- F9 S. 8(2) repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

**F10**9 ..... **E+W+S**

**Textual Amendments**

- F10 S. 9 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

**10** ..... **F11** **E+W+S**

**Textual Amendments**

- F11 Ss. 7, 10 repealed by **Employment Act 1982** (c. 46, SIF 43:5), s. 21(3), **Sch. 4**

*Maternity*

**F12**11 **Notices to the employer.** **U.K.**

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**Textual Amendments**

- F12 S. 11 repealed (10.6.1994) by 1993 c. 19, ss. 51, 52, **Sch. 10**; S.I. 1994/1365, art. 2, **Sch.** (with art. 3(1))

**F13**12 ..... **E+W+S**

**Textual Amendments**

- F13 S. 12 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

**F14**13 ..... **E+W+S**

*Status: Point in time view as at 22/08/1996.*  
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**Textual Amendments**  
F14 S. 13 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

*Other rights of employees*

<sup>F15</sup> 14 ..... **E+W+S**

.....  
**Textual Amendments**  
F15 S. 14 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

<sup>F16</sup> 15 ..... **E+W+S**

.....  
**Textual Amendments**  
F16 S. 15 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

*Restrictions on legal liability*

<sup>F17</sup> 16 ..... **E+W+S**

.....  
**Textual Amendments**  
F17 S. 16 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

17 ..... <sup>F18</sup> **E+W+S**

.....  
**Textual Amendments**  
F18 S. 17 repealed by Employment Act 1990 (c. 38, SIF 43:5), s. 16(2), **Sch. 3**

18 ..... <sup>F19</sup> **E+W+S**

.....  
**Textual Amendments**  
F19 S. 18 repealed by Employment Act 1982 (c. 46, SIF 43:5), **Sch. 4**

*Status: Point in time view as at 22/08/1996.*

*Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)*

*Miscellaneous and general*

**F20** **19** ..... **E+W+S**

**Textual Amendments**

**F20** S. 19 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

**F21** **20** ..... **E+W+S**

**Textual Amendments**

**F21** S. 20 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

**F22** **21** ..... **E+W+S**

**Textual Amendments**

**F22** S. 21 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 22/08/1996.*  
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SCHEDULE 1 **U.K.**

Section 20.

MINOR AND CONSEQUENTIAL AMENDMENTS

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

**C1** The text of Sch. 1 is in the form in which it was originally enacted: it was not reproduced in the Statutes in Force and, except as specified, does not reflect any amendments or repeals that may have been made prior to 1.2.1991

*The Post Office Act 1969.*

F23<sub>1</sub> .....

**Textual Amendments**

**F23** Sch. 1 para. 1 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

*The Trade Union and Labour Relations Act 1974*

F24<sub>2</sub> .....

**Textual Amendments**

**F24** Sch. 1 para. 2 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

F25<sub>3</sub> .....

**Textual Amendments**

**F25** Sch. 1 para. 3 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

*The <sup>M1</sup>Employment Protection Act 1975*

**Marginal Citations**

**M1** 1975 c. 71.

F26<sub>4</sub> .....

**Textual Amendments**

**F26** Sch. 1 para. 4 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

F27<sub>5</sub> .....

*Status: Point in time view as at 22/08/1996.*

*Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)*

**Textual Amendments**

**F27** Sch. 1 para. 5 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

**F28** 6 .....

**Textual Amendments**

**F28** Sch. 1 para. 6 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1**

**F29** 7 .....

**Textual Amendments**

**F29** Sch. 1 para. 7 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

*The Employment Protection (Consolidation) Act 1978*

**F30** 8 .....

**Textual Amendments**

**F30** Sch. 1 para. 8 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

9 ..... **F31**

**Textual Amendments**

**F31** Sch. 1 para. 9 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. III**

**F32** 10 .....

**Textual Amendments**

**F32** Sch. 1 para. 10 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1**.

**F33** 11 .....

**Textual Amendments**

**F33** Sch. 1 para. 11 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

12 ..... **F34**

*Status: Point in time view as at 22/08/1996.*

*Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)*

**Textual Amendments**

**F34** Sch. 1 paras. 12, 14 repealed by Employment Act 1982 (c. 46, SIF 43:5), s. 21(3), **Sch. 4**

<sup>F35</sup>13 .....

**Textual Amendments**

**F35** Sch. 1 para. 13 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

14 ..... <sup>F36</sup>

**Textual Amendments**

**F36** Sch. 1 paras. 12, 14 repealed by Employment Act 1982 (c. 46, SIF 43:5), s. 21(3), **Sch. 4**

15 ..... <sup>F37</sup>

**Textual Amendments**

**F37** Sch. 1 para. 15 repealed by Insolvency Act 1985 (c. 65, SIF 66), s. 235(3), **Sch. 10 Pt. IV**

<sup>F38</sup>16 .....

**Textual Amendments**

**F38** Sch. 1 para. 16 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

<sup>F39</sup>17 .....

**Textual Amendments**

**F39** Sch. 1 para. 17 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

<sup>F40</sup>18 .....

**Textual Amendments**

**F40** Sch. 1 para. 18 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

<sup>F41</sup>19 .....

**Textual Amendments**

**F41** Sch. 1 para. 19 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1**

<sup>F42</sup>20 .....



*Status: Point in time view as at 22/08/1996.*

*Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)*

**Textual Amendments**

**F42** Sch. 1 para. 20 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

<sup>F43</sup>21 .....

**Textual Amendments**

**F43** Sch. 1 para. 21(a) repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1** and para. 21(b) repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

<sup>F44</sup>22 .....

**Textual Amendments**

**F44** Sch. 1 para. 22 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

<sup>F45</sup>23 .....

**Textual Amendments**

**F45** Sch. 1 para. 23 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

<sup>F46</sup>24 .....

**Textual Amendments**

**F46** Sch. 1 para. 24 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

<sup>F47</sup>25 .....

**Textual Amendments**

**F47** Sch. 1 para. 25 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

<sup>F48</sup>26 .....

**Textual Amendments**

**F48** Sch. 1 para. 26 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

<sup>F49</sup>27 .....

**Textual Amendments**

**F49** Sch.1 para. 27 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

*Status: Point in time view as at 22/08/1996.*  
*Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)*

F50 28 .....

**Textual Amendments**  
F50 Sch. 1 para. 28 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, Sch. 3 Pt. I (with s. 38)

F51 29 .....

**Textual Amendments**  
F51 Sch. 1 para. 29 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, Sch. 3 Pt. I (with s. 38)

30 [F52]In paragraph 23(1) of Schedule 11 of the 1978 Act, for the words from “section 14” to “those provisions” there shall be substituted the words “ sections 31 and 32 of the Powers of Criminal Courts Act 1973 (powers of Crown Court in relation to fines and forfeited recognisances) shall have effect as if ”.]

**Textual Amendments**  
F52 Sch. 1 para. 30 repealed (E.W.) by Contempt of Court Act 1981 (c. 49, SIF 39:3), s. 16(6)

F53 31 .....

**Textual Amendments**  
F53 Sch.1 para. 31 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F54 32 .....

**Textual Amendments**  
F54 S. 32 repealed (30.8.1993) by 1993 c. 19, s. 51, Sch.10; S.I. 1908, art. 2(1), Sch.1.

F55 33 .....

**Textual Amendments**  
F55 Sch. 1 para. 33 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)

F56 SCHEDULE 2 E+W+S

**Textual Amendments**  
F56 Sch. 2 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 22/08/1996.

**Changes to legislation:**

There are currently no known outstanding effects for the Employment Act 1980.