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

Employment Act 1980

1980 CHAPTER 42

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E1 The extent provision of this Act as originally enacted was repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. 1 (with ss. 191-195, 202); see s. 21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

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F1 S. 1 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch. 1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
Employment Act 1980 (c. 42)

Document Generated: 2021-03-25

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F2 S. 2 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch. 1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

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F3 S. 3 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch. 1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

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F4 S. 4 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch. 1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

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F5 S. 5 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, Sch. 1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

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F6 S. 6 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt.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)

F7 ........................................

Textual Amendments
F7 Ss. 7, 10 repealed by Employment Act 1982 (c. 46, SIF 43:5), s. 21(3), Sch. 4
Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)

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. 1 (with ss. 191-195, 202)

Textual Amendments
F10 S. 9 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. 1 (with ss. 191-195, 202)

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F11 Ss. 7, 10 repealed by Employment Act 1982 (c. 46, SIF 43:5), s. 21(3), Sch. 4

Maternity

Notices to the employer.

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))

Textual Amendments
F13 S. 12 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. 1 (with ss. 191-195, 202)
### Textual Amendments

<table>
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<th>F14</th>
<th>S. 13 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)</th>
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#### Other rights of employees

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#### Restrictions on legal liability

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

Miscellaneous and general

Textual Amendments

F20 19 ..........................

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 ..........................

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 ..........................

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)
SCHEDULE 1

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


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

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 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 Employment Protection Act 1975

Marginal Citations

M1 1975 c. 71.

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
### 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** 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** 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

**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)

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

**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** Sch. 1 para. 11 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. I (with ss. 191-195, 202)
Textual Amendments
F34 Sch. 1 paras. 12, 14 repealed by Employment Act 1982 (c. 46, SIF 43:5), s. 21(3), Sch. 4

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)

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

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

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

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

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

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

### Textual Amendments

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<td>F42</td>
<td>Sch. 1 para. 20 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. 1 (with ss. 191-195, 202)</td>
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<td>F43</td>
<td>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</td>
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<td>F44</td>
<td>Sch. 1 para. 22 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. 1 (with ss. 191-195, 202)</td>
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<td>F45</td>
<td>Sch. 1 para. 23 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. 1 (with ss. 191-195, 202)</td>
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<td>F46</td>
<td>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</td>
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<td>F47</td>
<td>Sch. 1 para. 25 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. 1 (with ss. 191-195, 202)</td>
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<td>F48</td>
<td>Sch. 1 para. 26 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, Sch. 3 Pt. 1 (with s. 38)</td>
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<td>F49</td>
<td>Sch. 1 para. 27 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, Sch. 3 Pt. 1 (with s. 38)</td>
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Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)

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<td><strong>Sch. 1 para. 28</strong> repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, Sch. 3 Pt. 1 (with s. 38)</td>
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<td><strong>Sch. 1 para. 29</strong> repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, Sch. 3 Pt. 1 (with s. 38)</td>
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</table>
| 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”.

<table>
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<tr>
<td><strong>Sch. 1 para. 30</strong> repealed (E.W.) by Contempt of Court Act 1981 (c. 49, SIF 39:3), s. 16(6)</td>
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<td><strong>Sch. 1 para. 31</strong> repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. 1 (with ss. 191-195, 202)</td>
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<td><strong>S. 32</strong> repealed (30.8.1993) by 1993 c. 19, s. 51, Sch.10; S.I. 1908, art. 2(1), Sch.1.</td>
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<td><strong>Sch. 1 para. 33</strong> repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, Sch. 3 Pt. 1 (with ss. 191-195, 202)</td>
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**SCHEDULE 2**
**Changes to legislation:**
There are currently no known outstanding effects for the Employment Act 1980.