Employment Rights Act 1996

CHAPTER 18

EMPLOYMENT RIGHTS ACT 1996

PART I

EMPLOYMENT PARTICULARS

Right to statements of employment particulars

1  Statement of initial employment particulars.
2  Statement of initial particulars: supplementary.
3  Note about disciplinary procedures and pensions.
4  Statement of changes.
5  Exclusion from rights to statements.
6  Reasonably accessible document or collective agreement.
7  Power to require particulars of further matters.
7A Use of alternative documents to give particulars
7B Giving of alternative documents before start of employment

Right to itemised pay statement

8  Itemised pay statement.
9  Standing statement of fixed deductions.
10 Power to amend provisions about pay and standing statements.

Enforcement

11  References to employment tribunals.
12  Determination of references.

PART II

PROTECTION OF WAGES
Deductions by employer

13 Right not to suffer unauthorised deductions.
14 Excepted deductions.

Payments to employer

15 Right not to have to make payments to employer.
16 Excepted payments.

Cash shortages and stock deficiencies in retail employment

17 Introductory.
18 Limits on amount and time of deductions.
19 Wages determined by reference to shortages etc.
20 Limits on method and timing of payments.
21 Limit on amount of payments.
22 Final instalments of wages.

Enforcement

23 Complaints to employment tribunals.
24 Determination of complaints.
25 Determinations: supplementary.
26 Complaints and other remedies.

Supplementary

27 Meaning of “wages” etc.

PART 2A

ZERO HOURS WORKERS

27A Exclusivity terms unenforceable in zero hours contracts
27B Power to make further provision in relation to zero hours workers

PART III

GUARANTEE PAYMENTS

28 Right to guarantee payment.
29 Exclusions from right to guarantee payment.
30 Calculation of guarantee payment.
31 Limits on amount of and entitlement to guarantee payment.
32 Contractual remuneration.
33 Power to modify provisions about guarantee payments.
34 Complaints to employment tribunals.
35 Exemption orders.

PART IV

SUNDAY WORKING FOR SHOP AND BETTING WORKERS

Protected shop workers and betting workers

36 Protected shop workers and betting workers.
37 Contractual requirements relating to Sunday work.
38 Contracts with guaranteed hours.
39 Reduction of pay etc.

Opting-out of Sunday work

40 Notice of objection to Sunday working.
41 Opted-out shop workers and betting workers.
41A Notice of objection by shop workers to working additional hours on Sunday.
41B Explanatory statement: persons who become shop workers.
41C Explanatory statement: shop workers at commencement date.
41D Failure to give explanatory statement under section 41B or 41C.
42 Explanatory statement: betting workers.
43 Contractual requirements relating to Sunday work: opting-out notices.
43ZA Contractual requirements relating to working additional hours on Sundays: objection notices.
43ZB Interpretation.

PART IVA
PROTECTED DISCLOSURES

43A Meaning of “protected disclosure”.
43B Disclosures qualifying for protection.
43C Disclosure to employer or other responsible person.
43D Disclosure to legal adviser.
43E Disclosure to Minister of the Crown.
43F Disclosure to prescribed person.
43FA Prescribed persons: duty to report on disclosures of information.
43G Disclosure in other cases.
43H Disclosure of exceptionally serious failure.
43J Contractual duties of confidentiality.
43K Extension of meaning of “worker” etc. for Part IVA.
43KA Application of this Part and related provisions to police.
43L Other interpretative provisions.

PART V
PROTECTION FROM SUFFERING DETRIMENT IN EMPLOYMENT

Rights not to suffer detriment

43M Jury service.
44 Health and safety cases.
45 Sunday working for shop and betting workers.
45ZA Sunday working for shop workers: additional hours.
45 Sunday working for shop and betting workers.
45ZA Sunday working for shop workers: additional hours.
45A Working time cases.
46 Trustees of occupational pension schemes.
47 Employee representatives.
47A Employees exercising right to time off work for study or training.
47B Protected disclosures.
47C Leave for family and domestic reasons.
47D Tax credits.
47E Flexible working.
47F Study and training.
47G  Employee shareholder status

Enforcement

48  Complaints to employment tribunals.
49  Remedies.

Application to police of rights relating to health and safety

49A  Application to police of section 44 and related provisions.

PART 5A

PROTECTION FOR APPLICANTS FOR EMPLOYMENT ETC IN THE HEALTH SERVICE

49B  Regulations prohibiting discrimination because of protected disclosure

PART VI

TIME OFF WORK

Public duties

50  Right to time off for public duties.
51  Complaints to employment tribunals.

Looking for work and making arrangements for training

52  Right to time off to look for work or arrange training.
53  Right to remuneration for time off under section 52.
54  Complaints to employment tribunals.

Ante-natal care

55  Right to time off for ante-natal care.
56  Right to remuneration for time off under section 55.
57  Complaints to employment tribunals.

Ante-natal care: agency workers

57ZA  Right to time off for ante-natal care (agency workers)
57ZB  Right to remuneration for time off under section 57ZA
57ZC  Complaint to employment tribunal: agency workers
57ZD  Agency workers: supplementary

Accompanying to ante-natal appointments

57ZE  Right to time off to accompany to ante-natal appointment
57ZF  Complaint to employment tribunal

Accompanying to ante-natal appointments: agency workers

57ZG  Right to time off to accompany to ante-natal appointment: agency workers
57ZH  Complaint to employment tribunal: agency workers
57ZI  Agency workers: supplementary
Employment Rights Act 1996 (c. 18)

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Adoption appointments

57ZJ Right to paid time off to attend adoption appointments
57ZK Right to remuneration for time off under section 57ZJ
57ZL Right to unpaid time off to attend adoption appointments
57ZM Complaint to employment tribunal

Adoption appointments: agency workers

57ZN Right to paid time off to attend adoption appointments: agency workers
57ZO Right to remuneration for time off under section 57ZN
57ZP Right to unpaid time off to attend adoption meetings: agency workers
57ZQ Complaint to employment tribunal: agency workers
57ZR Agency workers: supplementary
57ZS Placement of looked after children with prospective adopters

Dependants

57A Time off for dependants.
57B Complaint to employment tribunal.

Occupational pension scheme trustees

58 Right to time off for pension scheme trustees.
59 Right to payment for time off under section 58.
60 Complaints to employment tribunals.

Employee representatives

61 Right to time off for employee representatives.
62 Right to remuneration for time off under section 61.
63 Complaints to employment tribunals.
63A Right to time off for young person in Wales or Scotland for study or training.
63B Right to remuneration for time off under section 63A.
63C Complaints to employment tribunals.

PART 6A

STUDY AND TRAINING

63D Statutory right to make request in relation to study or training
63E Section 63D application: supplementary
63F Employer's duties in relation to application
63G Regulations about dealing with applications
63H Employee's duties in relation to agreed study or training
63I Complaints to employment tribunals
63J Remedies
63K Supplementary

PART VII

SUSPENSION FROM WORK

Suspension on medical grounds

64 Right to remuneration on suspension on medical grounds.
65 Exclusions from right to remuneration.
Suspension on maternity grounds

66 Meaning of suspension on maternity grounds.
67 Right to offer of alternative work.
68 Right to remuneration.

Ending the supply of an agency worker on maternity grounds

68A Meaning of ending the supply of an agency worker on maternity grounds
68B Right to offer of alternative work
68C Right to remuneration
68D Agency workers: supplementary

General

69 Calculation of remuneration.
69A Calculation of remuneration (agency workers)
70 Complaints to employment tribunals.
70A Complaints to employment tribunals: agency workers

PART VIII

CHAPTER I

MATERNITY LEAVE

71 (1) An employee may, provided that she satisfies any conditions...
72 Compulsory maternity leave.
73 Additional maternity leave.
74 Redundancy and dismissal.
75 Sections 71 to 73: supplemental.

CHAPTER 1A

ADOPTION LEAVE

75A Ordinary adoption leave
75B Additional adoption leave
75C Redundancy and dismissal
75D Chapter 1A: supplemental

CHAPTER 1B

SHARED PARENTAL LEAVE

75E Entitlement to shared parental leave: birth
75F Entitlement to leave under section 75E: further provision
75G Entitlement to shared parental leave: adoption
75H Entitlement to leave under section 75G: further provision
75I Rights during and after shared parental leave
75J Redundancy and dismissal
75K Chapter 1B: supplemental
CHAPTER II

PARENTAL LEAVE

76 Entitlement to parental leave.
77 Rights during and after parental leave.
78 Special cases.
79 Supplemental.
80 Complaint to employment tribunal.

CHAPTER 3

Paternity Leave

80A Entitlement to ... paternity leave: birth
80AA Entitlement to additional paternity leave: birth
80B Entitlement to ... paternity leave: adoption
80BB Entitlement to additional paternity leave: adoption
80C Rights during and after paternity leave
80D Special cases
80E Chapter 3: supplemental

PART 8A

Flexible Working

80F Statutory right to request contract variation
80G Employer’s duties in relation to application under section 80F
80H Complaints to employment tribunals
80I Remedies

PART IX

Termination of Employment

Minimum period of notice

86 Rights of employer and employee to minimum notice.
87 Rights of employee in period of notice.
88 Employments with normal working hours.
89 Employments without normal working hours.
90 Short-term incapacity benefit, contributory employment and support allowance and industrial injury benefit.
91 Supplementary.

Written statement of reasons for dismissal

92 Right to written statement of reasons for dismissal.
93 Complaints to employment tribunal.

PART X

Unfair Dismissal

CHAPTER I

Right not to be unfairly dismissed
The right

94 The right.

Dismissal

95 Circumstances in which an employee is dismissed.
96 Unfair dismissal
97 Effective date of termination.

Fairness

98 General.
105 Redundancy.

Retirement

98ZA No normal retirement age: dismissal before 65
98ZB No normal retirement age: dismissal at or after 65
98ZC Normal retirement age: dismissal before retirement age
98ZD Normal retirement age 65 or higher: dismissal at or after retirement age
98ZE Normal retirement age below 65: dismissal at or after retirement age
98ZF Reason for dismissal: particular matters
98ZG Retirement dismissals: fairness
98ZH Interpretation

Other dismissals

98A Procedural fairness
98B Jury service
99 Leave for family reasons.
100 Health and safety cases.
101 Shop workers and betting workers who refuse Sunday work.
101ZA Shop workers who refuse to work additional hours on Sunday
101A Working time cases.
102 Trustees of occupational pension schemes.
103 Employee representatives.
103A Protected disclosure.
104 Assertion of statutory right.
104A The national minimum wage.
104B Tax credits
104C Flexible working
104D Pension enrolment
104E Study and training
104F Blacklists
104G Employee shareholder status
105 Redundancy.
106 Replacements.
107 Pressure on employer to dismiss unfairly.

Exclusion of right

108 Qualifying period of employment.
109 Upper age limit.
110 Dismissal procedures agreements.
CHAPTER II

REMEDIES FOR UNFAIR DISMISSAL

Introductory

111 Complaints to employment tribunal.
111A Confidentiality of negotiations before termination of employment
112 The remedies: orders and compensation.

Orders for reinstatement or re-engagement

113 The orders.
114 Order for reinstatement.
115 Order for re-engagement.
116 Choice of order and its terms.
117 Enforcement of order and compensation.

Compensation

118 General.
119 Basic award.
120 Basic award: minimum in certain cases.
121 Basic award of two weeks’ pay in certain cases.
122 Basic award: reductions.
123 Compensatory award.
124 Limit of compensatory award etc.
124A Adjustments under the Employment Act 2002
125 Unfair dismissal
126 Acts which are both unfair dismissal and discrimination.
127 Unfair dismissal
127A Internal appeal procedures.
127B Unfair dismissal

Interim relief

128 Interim relief pending determination of complaint.
129 Procedure on hearing of application and making of order.
130 Order for continuation of contract of employment.
131 Application for variation or revocation of order.
132 Consequence of failure to comply with order.

CHAPTER III

SUPPLEMENTARY

133 Death of employer or employee.
134 Teachers in aided schools.
134A Application to police.
PART XI
REDUNDANCY PAYMENTS ETC.

CHAPTER I
RIGHT TO REDUNDANCY PAYMENT

135 The right.

CHAPTER II
RIGHT ON DISMISSAL BY REASON OF REDUNDANCY

Dismissal by reason of redundancy

136 Circumstances in which an employee is dismissed.
137 ....................................................
138 No dismissal in cases of renewal of contract or re-engagement.
139 Redundancy.

Exclusions

140 Summary dismissal.
141 Renewal of contract or re-engagement.
142 Employee anticipating expiry of employer’s notice.
143 Strike during currency of employer’s notice.
144 Provisions supplementary to section 143.

Supplementary

145 The relevant date.
146 Provisions supplementing sections 138 and 141.

CHAPTER III
RIGHT BY REASON OF LAY-OFF OR SHORT-TIME

Lay-off and short-time

147 Meaning of “lay-off” and “short-time”.
148 Eligibility by reason of lay-off or short-time.

Exclusions

149 Counter-notices.
150 Resignation.
151Dismissal.
152 Likelihood of full employment.

Supplementary

153 The relevant date.
154 Provisions supplementing sections 148 and 152.
CHAPTER IV

GENERAL EXCLUSIONS FROM RIGHT

155 Qualifying period of employment.
156 Upper age limit.
157 Exemption orders.
158 Pension rights.
159 Public offices etc.
160 Overseas government employment.
161 Domestic servants.

CHAPTER V

OTHER PROVISIONS ABOUT REDUNDANCY PAYMENTS

162 Amount of a redundancy payment.
163 References to employment tribunals.
164 Claims for redundancy payment.
165 Written particulars of redundancy payment.

CHAPTER VI

PAYMENTS BY SECRETARY OF STATE

166 Applications for payments.
167 Making of payments.
168 Amount of payments.
169 Information relating to applications for payments.
170 References to employment tribunals.

CHAPTER VII

SUPPLEMENTARY

Application of Part to particular cases

171 Employment not under contract of employment.
172 Termination of employment by statute.
173 Employees paid by person other than employer.

Death of employer or employee

174 Death of employer: dismissal.
175 Death of employer: lay-off and short-time.
176 Death of employee.

Equivalent payments

177 References to employment tribunals.

Other supplementary provisions

178 Old statutory compensation schemes.
179 Notices.
PART XII
INSOLVENCY OF EMPLOYERS

180   Offences.
181   Interpretation.

PART XIII
MISCELLANEOUS

CHAPTER I
PARTICULAR TYPES OF EMPLOYMENT

Crown employment etc.

191   Crown employment.
192   Armed forces.
193   National security.

Parliamentary staff

194   House of Lords staff.
195   House of Commons staff.

Excluded classes of employment

196   Miscellaneous
197   Fixed-term contracts.
198   Short-term employment.
199   Mariners.
200   Police officers.

Offshore employment

201   Power to extend employment legislation to offshore employment.

CHAPTER II
OTHER MISCELLANEOUS MATTERS

Restrictions on disclosure of information

202   National security.
Contracting out etc. and remedies

203 Restrictions on contracting out.
204 Law governing employment.
205 Remedy for infringement of certain rights.

Employee shareholder status

205A Employee shareholders

General provisions about death of employer or employee

206 Institution or continuance of tribunal proceedings.
207 Rights and liabilities accruing after death.

Mediation in certain cross-border dispute

207A Extension of time limits because of mediation in certain cross-border disputes
207B Extension of time limits to facilitate conciliation before institution of proceedings

Modifications of Act

208 Miscellaneous
209 Powers to amend Act.

PART XIV

INTERPRETATION

CHAPTER I

CONTINUOUS EMPLOYMENT

210 Introductory.
211 Period of continuous employment.
212 Weeks counting in computing period.
213 Intervals in employment.
214 Special provisions for redundancy payments.
215 Employment abroad etc.
216 Industrial disputes.
217 Reinstatement after military service.
218 Change of employer.
219 Reinstatement or re-engagement of dismissed employee.

CHAPTER II

A WEEK’S PAY

Introductory

Employments with normal working hours

220 Introductory.
221 General.
Remuneration varying according to time of work. Supplementary.

Employments with no normal working hours

Employments with no normal working hours.

The calculation date

Rights during employment. Rights on termination.

Maximum amount of week’s pay

Maximum amount.

Miscellaneous

New employments and other special cases. Supplementary.

CHAPTER III

OTHER INTERPRETATION PROVISIONS

Employees, workers etc. Associated employers. Shop workers. Betting workers Normal working hours. Other definitions.

PART XV

GENERAL AND SUPPLEMENTARY

Orders and regulations. Financial provisions.

Reciprocal arrangements

Reciprocal arrangements with Northern Ireland. Reciprocal arrangements with Isle of Man.

Final provisions

SCHEDULE 1 — Consequential amendments

1 (1) Section 1 of the Equal Pay Act 1970 is...

2 (1) Section 10 of the Atomic Energy Authority Act 1971...

3 Paragraph 3 of Part I of Schedule 3 to the...

4 In paragraph 13(3)(a) of the Schedule to the British Library...

5 In section 80(2A) of the Health and Safety at Work...

6 (1) The Sex Discrimination Act 1975 is amended as follows....

7 In paragraph 6 of Schedule 3 to the Scottish Development...

8 In paragraph 7 of Schedule 2 to the Welsh Development...

9 In section 23(1) of the Lotteries and Amusements Act 1976,...

10 (1) The Race Relations Act 1976 is amended as follows....

11 . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . .

12 In section 3(6) of the New Towns (Scotland) Act 1977,...

13 In section 12C(3) of the National Health Service (Scotland) Act...

14 In paragraph 1 of Schedule 2 to the House of...
The New Towns Act 1981 (c.64)
15 In section 54(5) of the New Towns Act 1981, for...

The Wildlife and Countryside Act 1981 (c.69)
16 In paragraph 8(4) of Schedule 13 to the Wildlife and...

The Hops Marketing Act 1982 (c.5)
17 In section 2(7) of the Hops Marketing Act 1982, for...

The Oil and Gas (Enterprise) Act 1982 (c.23)
18 .................................................

The Local Government Finance Act 1982 (c.32)
19 .................................................

The Administration of Justice Act 1982 (c.53)
20 In section 10(d) of the Administration of Justice Act 1982—...

The Health and Social Services and Social Security Adjudications Act 1983 (c.41)
21 In paragraph 23 of Part II of Schedule 3 to...

The National Audit Act 1983 (c.44)
22

The National Heritage Act 1983 (c.47)
23 In— (a) paragraph 5(5) of Part I of Schedule 1,...

The National Heritage (Scotland) Act 1985 (c.16)
24 In— (a) paragraph 5(5) of Part I, and

The Prosecution of Offences Act 1985 (c.23)
25 (1) The Prosecution of Offences Act 1985 is amended as...

The Local Government Act 1985 (c.51)
26 (1) The Local Government Act 1985 is amended as follows....

The Trustee Savings Banks Act 1985 (c.58)
27 In section 3(7) of the Trustee Savings Banks Act 1985,...

The Housing (Consequential Provisions) Act 1985 (c.71)
28 In paragraph 7(2)(b) of Schedule 4 to the Housing (Consequential...

The Insolvency Act 1986 (c.45)
29 In paragraph 13 of Schedule 6 to the Insolvency Act...
The Legal Aid (Scotland) Act 1986 (c.47)
30 In paragraph 10(1) of Schedule 1 to the Legal Aid...

The Debtors (Scotland) Act 1987 (c.18)
31 In section 73(3)(g) of the Debtors (Scotland) Act 1987, for...

The Pilotage Act 1987 (c.21)
32 In section 25(6) of the Pilotage Act 1987, for “Schedule...

The Housing (Scotland) Act 1987 (c.26)
33 In paragraph 10(2)(b) of Schedule 22 to the Housing (Scotland)...

The Consumer Protection Act 1987 (c.43)
34 In section 22(5) of the Consumer Protection Act 1987, for...

The Income and Corporation Taxes Act 1988 (c.1)
35 (1) The Income and Corporation Taxes Act 1988 is amended...

The Legal Aid Act 1988 (c.34)
36 ...............................................

The Education Reform Act 1988 (c.40)
37 (1) The Education Reform Act 1988 is amended as follows....

The Local Government Finance Act 1988 (c.41)
38 In paragraph 6(4) of Schedule 11 to the Local Government...

The Housing (Scotland) Act 1988 (c.43)
39 In paragraph 12(1) of Schedule 1 to the Housing (Scotland)...

The Health and Medicines Act 1988 (c.49)
40 In section 18 of the Health and Medicines Act 1988,...

The Housing Act 1988 (c.50)
41 ...............................................

The Dock Work Act 1989 (c.13)
42 In section 6(3) of the Dock Work Act 1989—

The Electricity Act 1989 (c.29)
43 (1) The Electricity Act 1989 is amended as follows.

The Local Government and Housing Act 1989 (c.42)
44 In section 10 of the Local Government and Housing Act...
Employment Rights Act 1996 (c. 18)

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The National Health Service and Community Care Act 1990 (c.19)

45 (1) The National Health Service and Community Care Act 1990...

The Enterprise and New Towns (Scotland) Act 1990 (c.35)

46 In paragraph 17(1) of Schedule 1 to the Enterprise and...

The Environmental Protection Act 1990 (c.43)

47 In paragraph 15 of Schedule 10 to the Environmental Protection...

The Natural Heritage (Scotland) Act 1991 (c.28)

48 In paragraph 4 of Schedule 4 to the Natural Heritage...

The Coal Mining Subsidence Act 1991 (c.45)

49 In section 30(7) of the Coal Mining Subsidence Act 1991—...

The Ports Act 1991 (c.52)

50 In section 24(8) of the Ports Act 1991, for the...

The Social Security Contributions and Benefits Act 1992 (c.4)

51 (1) The Social Security Contributions and Benefits Act 1992 is...

The Further and Higher Education Act 1992 (c.13)

52 (1) The Further and Higher Education Act 1992 is amended...

The Timeshare Act 1992 (c.35)

53 In section 1 of the Timeshare Act 1992—

The Further and Higher Education (Scotland) Act 1992 (c.37)

54 In section 33(3)(b) of the Further and Higher Education (Scotland)...

The Museums and Galleries Act 1992 (c.44)

55 In section 1(7) of the Museums and Galleries Act 1992,....

The Trade Union and Labour Relations (Consolidation) Act 1992 (c.52)

56 (1) The Trade Union and Labour Relations (Consolidation) Act 1992...

The Tribunals and Inquiries Act 1992 (c.53)

57 In section 11(2) of the Tribunals and Inquiries Act 1992,....

The Social Security Act 1993 (c.3)

58 In section 2(4)(b) of the Social Security Act 1993, for...

The Education Act 1993 (c.35)

59 ................................
The Railways Act 1993 (c.43)

60 (1) The Railways Act 1993 is amended as follows.

The Pension Schemes Act 1993 (c.48)

61 (1) The Pension Schemes Act 1993 is amended as follows....

The Finance Act 1994 (c.9)

62 In paragraph 27 of Schedule 24 to the Finance Act...

The Local Government (Wales) Act 1994 (c.19)

63 (1) The Local Government (Wales) Act 1994 is amended as...

The Coal Industry Act 1994 (c.21)

64 In paragraph 4(11) of Schedule 5 to the Coal Industry...

The Criminal Justice and Public Order Act 1994 (c.33)

65 In section 126(2) of the Criminal Justice and Public Order...

The Local Government etc. (Scotland) Act 1994 (c.39)

66 (1) The Local Government etc. (Scotland) Act 1994 is amended...

The Jobseekers Act 1995 (c.18)

67 (1) The Jobseekers Act 1995 is amended as follows.

The Environment Act 1995 (c.25)

68 In paragraph 3 of Schedule 2 to the Environment Act...

The Disability Discrimination Act 1995 (c.50)

69 (1) The Disability Discrimination Act 1995 is amended as follows....

SCHEDULE 2 — Transitional provisions, savings and transitory provisions

Part I — TRANSITIONAL PROVISIONS AND SAVINGS

General transitionals and savings

1 The substitution of this Act for the provisions repealed or...
2 (1) Anything done, or having effect as done, (including the...
3 Any reference (express or implied) in this Act or any...
4 (1) Any reference (express or implied) in any enactment, or...
5 Paragraphs 1 to 4 have effect in place of section...

Preservation of old transitionals and savings

6 (1) The repeal by this Act of an enactment previously...

Employment particulars

7 (1) In this paragraph “pre-TURERA employee” means an employee whose...
Monetary limits in old cases

8 In relation to any case in which (but for this...  

Shop workers and betting workers to whom old maternity provisions applied

9 (1) This paragraph applies where an employee exercised a right...

Validity of provisions deriving from certain regulations

10 Any question as to the validity of any of sections...

Unfair dismissal

11 Part X does not apply to a dismissal from employment...

Redundancy payments

12 (1) Section 135 does not apply to an employee who...

Periods of employment

13 (1) The reference in section 215(2)(b) to a person being...
14 (1) Subject to paragraph 13 and sub-paragraphs (2) and (3)...

Part II — TRANSITORY PROVISIONS

Occupational pension scheme trustees

15 (1) If sections 42 to 46 of the Pensions Act...

Armed forces

16 (1) If section 31 of the Trade Union Reform and...
17 (1) If Part XI of the Reserve Forces Act 1996...

Disability discrimination

18 ..........................  

SCHEDULE 3 — Repeals and revocations

Part I — REPEALS  
Part II — REVOCATIONS

TABLE OF DERIVATIONS

1 Notes:
2 The following abbreviations are used in the Table— BGLA =...
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View outstanding changes
s. 7A(1)(a) words inserted by S.I. 2019/731 reg. 11(a)(ii)
- s. 7A(1)(a) words substituted by S.I. 2019/731 reg. 11(a)(i)
- s. 7A(1)(b) words substituted by S.I. 2018/1378 reg. 6(a)
- s. 7A(1)(c) substituted by S.I. 2018/1378 reg. 6(b)
- s. 7A(2) word substituted by S.I. 2019/731 reg. 11(b)
- s. 7A(3) word substituted by S.I. 2019/731 reg. 11(b)
- s. 7A(4) word substituted by S.I. 2019/731 reg. 11(b)
- s. 7A(5) word substituted by S.I. 2019/731 reg. 11(b)
- s. 7A(6) word substituted by S.I. 2019/731 reg. 11(b)
- s. 7B word substituted by S.I. 2019/731 reg. 12(c)
- s. 7B words inserted by S.I. 2019/731 reg. 12(a)
- s. 7B words substituted by S.I. 2019/731 reg. 12(b)
- s. 11(1) substituted by S.I. 2019/731 reg. 13(a)
- s. 11(2) words substituted by S.I. 2019/731 reg. 13(c)
- s. 11(2)(a) substituted by S.I. 2019/731 reg. 13(b)
- s. 11(5) omitted by S.I. 2019/469 Sch. 1 para. 12(2)
- s. 12(1) word substituted by S.I. 2019/731 reg. 14
- s. 12(2) word substituted by S.I. 2019/731 reg. 14
- s. 23(3A) substituted by S.I. 2019/469 Sch. 1 para. 12(3)
- s. 34(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(4)
- s. 43K(1)(ba) words omitted by 2013 c. 24 s. 202(c) (This amendment not applied to legislation.gov.uk. The insertion of s. 43K(1)(ca) and word by S.I. 2006/1056, Sch. para. 7 is to come into force on the day on which 2005 asp 13, s. 20 comes into force and that provision has never been brought into force)
- s. 48(4A) substituted by S.I. 2019/469 Sch. 1 para. 12(5)
- s. 49B heading words inserted by 2017 c. 16 s. 32(3)
- s. 50(8)(a) words omitted by 2012 c. 7 Sch. 14 para. 69
- s. 51(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(6)
- s. 54(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(7)
- s. 57(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(8)
- s. 57B(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(14)
- s. 57C(3A) substituted by S.I. 2019/469 Sch. 1 para. 12(9)
- s. 57F(3) substituted by S.I. 2019/469 Sch. 1 para. 12(10)
- s. 57H(4) substituted by S.I. 2019/469 Sch. 1 para. 12(11)
- s. 57M(3) substituted by S.I. 2019/469 Sch. 1 para. 12(12)
- s. 57Q(4) substituted by S.I. 2019/469 Sch. 1 para. 12(13)
- s. 58(3)(b) words repealed by 2004 c. 35 Sch. 13
- s. 60(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(15)
- s. 63(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(16)
- s. 63C(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(17)
- s. 63H(7) substituted by S.I. 2019/469 Sch. 1 para. 12(18)
- s. 70(8) substituted by S.I. 2019/469 Sch. 1 para. 12(19)
- s. 70A(7A) substituted by S.I. 2019/469 Sch. 1 para. 12(20)
- s. 75(3)(d) word omitted by 2018 c. 24 Sch. para. 23(a)
- s. 79(3) omitted by S.I. 2019/535 Sch. 1 para. 2
- s. 80(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(21)
- s. 80H(7) substituted by S.I. 2019/469 Sch. 1 para. 12(22)
- s. 88(1)(c) words inserted by 2018 c. 24 Sch. para. 25(2)
- s. 88(2) words inserted by 2018 c. 24 Sch. para. 25(3)
- s. 89(3)(b) words inserted by 2018 c. 24 Sch. para. 26(2)
- s. 89(4) words inserted by 2018 c. 24 Sch. para. 26(3)
- s. 105(1)(c) word substituted by 2008 c. 30 s. 57(3)
- s. 105(7K) omitted by S.I. 2019/348 Sch. 3 para. 6
- s. 108(3)(p) omitted by S.I. 2019/348 Sch. 3 para. 7
- s. 111(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(23)
- s. 164(4) omitted by S.I. 2019/469 Sch. 1 para. 12(24)
- s. 166(5)(a) words substituted by S.I. 2019/146 Sch. para. 253(2)(a)(i)
- s. 166(5)(b) words substituted by S.I. 2019/146 Sch. para. 253(2)(a)(ii)
Employment Rights Act 1996 (c. 18)

Changes and effects yet to be applied to the whole Act associated Parts and Chapters:
Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- Pt. 8 Ch. 4 inserted by 2018 c. 24 Sch. para. 2
- s. 1(4)(d)(iiiia) inserted by S.I. 2018/1378 reg. 3(b)(iii)
- s. 1(4)(d)-(n) inserted by S.I. 2018/1378 reg. 3(b)(vii)
- s. 1(4)(da) inserted by S.I. 2018/1378 reg. 3(b)(iv)
- s. 1(4)(ga) inserted by S.I. 2018/1378 reg. 3(b)(v)
- s. 1(6) inserted by S.I. 2018/1378 reg. 3(b)(viii)
- s. 27(1)(cd) inserted by 2018 c. 24 Sch. para. 21
- s. 43K(1)(ca) and word omitted by 2013 c. 24 s. 20(5) (This amendment not applied to legislation.gov.uk. The insertion of s. 43K(1)(ba) by S.I. 2006/1056, Sch. para. 7 is to come into force on the day on which 2005 asp 13, s. 20 comes into force and that provision has never been brought into force)
- s. 43K(2)(ba) omitted by 2013 c. 24 s. 20(6) (This amendment not applied to legislation.gov.uk. The insertion of s. 43K(1)(ba) by S.I. 2006/1056, Sch. para. 7 is to come into force on the day on which 2005 asp 13, s. 20 comes into force and that provision has never been brought into force)
- s. 47C(2)(cb) inserted by 2018 c. 24 Sch. para. 22
– s. 47AA inserted by 2008 c. 25 s. 37
– s. 49C inserted by 2017 c. 16 s. 32(4)
– s. 75I(3)(f) inserted by 2018 c. 24 Sch. para. 23(b)
– s. 80C(2)(bb) inserted by 2018 c. 24 Sch. para. 24(2)
– s. 80C(4)(bb) inserted by 2018 c. 24 Sch. para. 24(3)
– s. 99(3)(cb) inserted by 2018 c. 24 Sch. para. 27
– s. 101B inserted by 2008 c. 25 s. 38
– s. 105(4B) inserted by 2008 c. 25 s. 39(3)
– s. 108(3)(de) inserted by 2008 c. 25 s. 39(4)
– s. 110(3A) inserted by 2002 c. 22 s. 44
– s. 166(8ZA) inserted by S.I. 2019/146 Sch. para. 253(2)(b)
– s. 183(4ZA) inserted by S.I. 2019/146 Sch. para. 253(3)(b)
– Sch. 2 para. 7A7B inserted by S.I. 2018/1378 reg. 9(3)