Employment Rights Act 1996

CHAPTER 18

EMPLOYMENT RIGHTS ACT 1996

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

The Attachment of Earnings Act 1971 (c.32)

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

The British Library Act 1972 (c.54)

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

The Health and Safety at Work etc. Act 1974 (c.37)

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

The Sex Discrimination Act 1975 (c.65)

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

The Scottish Development Agency Act 1975 (c.69)

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

The Welsh Development Agency Act 1975 (c.70)

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

The Lotteries and Amusements Act 1976 (c.32)

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

The Race Relations Act 1976 (c.74)

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

The Development of Rural Wales Act 1976 (c.75)

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

The New Towns (Scotland) Act 1977 (c.16)

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

The National Health Service (Scotland) Act 1978 (c.29)

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

The House of Commons (Administration) Act 1978 (c.36)

14 In paragraph 1 of Schedule 2 to the House of...
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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,...

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28 In paragraph 7(2)(b) of Schedule 4 to the Housing (Consequential...

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29 In paragraph 13 of Schedule 6 to the Insolvency Act...
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30 In paragraph 10(1) of Schedule 1 to the Legal Aid...

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

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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)...

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

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

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

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38 In paragraph 6(4) of Schedule 11 to the Local Government...

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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...
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Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 11 July 2019. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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...

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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...

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

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

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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...

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

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

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59  ........................................
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60 (1) The Railways Act 1993 is amended as follows.

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

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

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

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

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

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

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

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

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14 (1) Subject to paragraph 13 and sub-paragraphs (2) and (3)... Part II — TRANSITORY PROVISIONS

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17 (1) If Part XI of the Reserve Forces Act 1996...

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1 Notes:
2 The following abbreviations are used in the Table— BGLA =...
Changes to legislation:
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View outstanding changes

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<td>– s. 1(4)(h) word substituted by S.I. 2019/731 reg. 5(e)</td>
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<td>– s. 1(4)(j) word omitted by S.I. 2018/1378 reg. 3(b)(vi)</td>
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<tr>
<td>– s. 1(4)(k) word substituted by S.I. 2019/731 reg. 5(e)</td>
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<tr>
<td>– s. 1(5) words substituted by S.I. 2019/731 reg. 5(g)</td>
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<tr>
<td>– s. 1(5)(a) word substituted by S.I. 2019/731 reg. 5(h)</td>
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<td>– s. 1(5)(b) word substituted by S.I. 2019/731 reg. 5(h)</td>
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<td>– s. 1(5)(b) word substituted by S.I. 2019/731 reg. 5(i)</td>
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<tr>
<td>– s. 2(2) word substituted by S.I. 2019/731 reg. 6(a)</td>
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<tr>
<td>– s. 2(2) words substituted by S.I. 2018/1378 reg. 4(a)</td>
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<tr>
<td>– s. 2(3) word substituted by S.I. 2019/731 reg. 6(a)</td>
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<tr>
<td>– s. 2(4) substituted by S.I. 2018/1378 reg. 4(b)</td>
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<td>– s. 2(5) word substituted by S.I. 2019/731 reg. 6(a)</td>
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<td>– s. 2(5) words substituted by S.I. 2018/1378 reg. 4(c)</td>
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<td>– s. 2(5) words substituted by S.I. 2019/731 reg. 6(b)</td>
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<tr>
<td>– s. 2(6) omitted by S.I. 2018/1378 reg. 4(d)</td>
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<tr>
<td>– s. 3(1)(a) words substituted by S.I. 2019/731 reg. 7</td>
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<tr>
<td>– s. 3(1)(b)(i) words substituted by S.I. 2019/731 reg. 7</td>
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<td>– s. 3(1)(b)(ii) words substituted by S.I. 2019/731 reg. 7</td>
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<td>– s. 3(1)(c) words substituted by S.I. 2019/731 reg. 7</td>
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<td>– s. 3(1)(aa) words substituted by S.I. 2019/731 reg. 7</td>
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<td>– s. 4(2)(a) words omitted by S.I. 2018/1378 reg. 5(a)</td>
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<td>– s. 4(2)(b)(i) words substituted by S.I. 2018/1378 reg. 5(b)</td>
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<td>– s. 4(2)(b)(ii) omitted by S.I. 2018/1378 reg. 5(c)</td>
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<td>– s. 4(6) words substituted by S.I. 2019/731 reg. 8(b)</td>
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<td>– s. 4(6)(b) words inserted by S.I. 2019/731 reg. 8(c)</td>
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<tr>
<td>– s. 5(1) words substituted by S.I. 2019/731 reg. 9</td>
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<tr>
<td>– s. 5(2) words substituted by S.I. 2019/731 reg. 9</td>
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<tr>
<td>– s. 6 words substituted by S.I. 2019/731 reg. 10(a)</td>
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<tr>
<td>– s. 6(a) words substituted by S.I. 2019/731 reg. 10(b)</td>
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<tr>
<td>– s. 6(b) words substituted by S.I. 2019/731 reg. 10(b)</td>
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<td>Amendment</td>
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<tr>
<td>s. 7A(1)(a) words inserted by S.I. 2019/731 reg. 11(a)(ii)</td>
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<tr>
<td>s. 7A(1)(a) words substituted by S.I. 2019/731 reg. 11(a)(i)</td>
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<td>s. 7A(1)(b) words substituted by S.I. 2018/1378 reg. 6(a)</td>
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<td>s. 7A(1)(c) substituted by S.I. 2018/1378 reg. 6(b)</td>
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<tr>
<td>s. 7B word substituted by S.I. 2019/731 reg. 12(c)</td>
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<tr>
<td>s. 7B words inserted by S.I. 2019/731 reg. 12(a)</td>
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<td>s. 7B words substituted by S.I. 2019/731 reg. 12(b)</td>
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<td>s. 11(1) substituted by S.I. 2019/731 reg. 13(a)</td>
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<td>s. 11(2) words substituted by S.I. 2019/731 reg. 13(c)</td>
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<td>s. 11(2)(a) substituted by S.I. 2019/731 reg. 13(b)</td>
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<tr>
<td>s. 11(5) omitted by S.I. 2019/469 Sch. 1 para. 12(2)</td>
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<td>s. 12(1) word substituted by S.I. 2019/731 reg. 14</td>
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<td>s. 12(2) word substituted by S.I. 2019/731 reg. 14</td>
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<tr>
<td>s. 23(3A) substituted by S.I. 2019/469 Sch. 1 para. 12(3)</td>
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<tr>
<td>s. 34(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(4)</td>
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<tr>
<td>s. 43K(1)(ba) words omitted by 2013 c. 24 s. 20(2)(c)</td>
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<td>s. 48(4A) substituted by S.I. 2019/469 Sch. 1 para. 12(5)</td>
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<tr>
<td>s. 49B heading words inserted by 2017 c. 16 s. 32(3)</td>
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<tr>
<td>s. 50(8)(a) words omitted by 2012 c. 7 Sch. 14 para. 69</td>
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<tr>
<td>s. 51(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(6)</td>
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<td>s. 54(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(7)</td>
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<td>s. 57(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(8)</td>
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<td>s. 57B(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(14)</td>
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<td>s. 57ZC(3A) substituted by S.I. 2019/469 Sch. 1 para. 12(9)</td>
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<td>s. 57ZF(3) substituted by S.I. 2019/469 Sch. 1 para. 12(10)</td>
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<td>s. 57ZH(4) substituted by S.I. 2019/469 Sch. 1 para. 12(11)</td>
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<td>s. 57ZM(3) substituted by S.I. 2019/469 Sch. 1 para. 12(12)</td>
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<td>s. 57ZQ(4) substituted by S.I. 2019/469 Sch. 1 para. 12(13)</td>
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<tr>
<td>s. 58(3)(b) words repealed by 2004 c. 35 Sch. 13</td>
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<tr>
<td>s. 60(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(15)</td>
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<td>s. 63(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(16)</td>
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<td>s. 63C(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(17)</td>
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<td>s. 63H(7) substituted by S.I. 2019/469 Sch. 1 para. 12(18)</td>
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<td>s. 70(8) substituted by S.I. 2019/469 Sch. 1 para. 12(19)</td>
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<td>s. 70A(7A) substituted by S.I. 2019/469 Sch. 1 para. 12(20)</td>
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<tr>
<td>s. 75I(3)(d) word omitted by 2018 c. 24 Sch. para. 23(a)</td>
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<tr>
<td>s. 79(3) omitted by S.I. 2019/535 Sch. 1 para. 2</td>
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<tr>
<td>s. 80(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(21)</td>
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<td>s. 80H(7) substituted by S.I. 2019/469 Sch. 1 para. 12(22)</td>
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<td>s. 88(1)(c) words inserted by 2018 c. 24 Sch. para. 25(2)</td>
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<tr>
<td>s. 88(2) words inserted by 2018 c. 24 Sch. para. 25(3)</td>
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<tr>
<td>s. 89(3)(b) words inserted by 2018 c. 24 Sch. para. 26(2)</td>
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<td>s. 89(4) words inserted by 2018 c. 24 Sch. para. 26(3)</td>
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<tr>
<td>s. 105(1)(c) word substituted by 2008 c. 30 s. 57(3)</td>
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<tr>
<td>s. 105(7K) omitted by S.I. 2019/348 Sch. 3 para. 6</td>
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<tr>
<td>s. 108(3)(p) omitted by S.I. 2019/348 Sch. 3 para. 7</td>
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<tr>
<td>s. 111(2A) substituted by S.I. 2019/469 Sch. 1 para. 12(23)</td>
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<tr>
<td>s. 164(4) omitted by S.I. 2019/469 Sch. 1 para. 12(24)</td>
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<tr>
<td>s. 166(5)(a) words substituted by S.I. 2019/146 Sch. para. 253(2)(a)(i)</td>
</tr>
<tr>
<td>s. 166(5)(b) words substituted by S.I. 2019/146 Sch. para. 253(2)(a)(ii)</td>
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</table>
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)(l)-(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)