Employment Rights Act 1996

CHAPTER 18

EMPLOYMENT RIGHTS ACT 1996

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Employment Rights Act 1996 (c. 18)

Changes to legislation: Employment Rights Act 1996 is up to date with all changes known to be in force on or before 26 April 2020. 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

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

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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...

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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,...

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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...

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...

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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...

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

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

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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...

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

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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...

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39 In paragraph 12(1) of Schedule 1 to the Housing (Scotland)...

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40 In section 18 of the Health and Medicines Act 1988,...

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42 In section 6(3) of the Dock Work Act 1989—

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43 (1) The Electricity Act 1989 is amended as follows.
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44 In section 10 of the Local Government and Housing Act...

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

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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...

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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...

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

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

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

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53 In section 1 of the Timeshare Act 1992—

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

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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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5 Paragraphs 1 to 4 have effect in place of section...

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16 (1) If section 31 of the Trade Union Reform and...
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

Changes and effects yet to be applied to:
- Pt. 5A heading words omitted by 2017 c. 16 s. 32(2)
- s. 11(5) omitted by S.I. 2019/469 Sch. 1 para. 12(2)
- 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. 20(2)(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(2) words substituted by 2020 c. 7 Sch. 7 para. 10(b)
- s. 48(4A) substituted by S.I. 2019/469 Sch. 1 para. 12(5)
- s. 49(1) words substituted by 2020 c. 7 Sch. 7 para. 11(a)
- 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. 63I(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. 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 2020 c. 7 Sch. 7 para. 12
- s. 89(3)(b) words inserted by 2020 c. 7 Sch. 7 para. 13
- 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. 124(1A) word inserted by 2020 c. 7 Sch. 7 para. 17
- 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)(ii)
- s. 166(5)(b) words substituted by S.I. 2019/146 Sch. para. 253(2)(a)(ii)
- s. 166(5)(c) words substituted by S.I. 2019/146 Sch. para. 253(2)(a)(iii)
- s. 166(5)(d) words substituted by S.I. 2019/146 Sch. para. 253(2)(a)(iv)
- s. 166(8B) words substituted by S.I. 2019/146 Sch. para. 253(2)(c)
- s. 183(1)(a) words substituted by S.I. 2019/146 Sch. para. 253(3)(a)(i)
- s. 183(1)(b) words substituted by S.I. 2019/146 Sch. para. 253(3)(a)(ii)
- s. 183(1)(c) words substituted by S.I. 2019/146 Sch. para. 253(3)(a)(iii)
- s. 183(1)(d) words substituted by S.I. 2019/146 Sch. para. 253(3)(a)(iv)
- s. 183(4B) words substituted by S.I. 2019/146 Sch. para. 253(3)(c)
– s. 192(2)(ab) repealed by 2002 c. 21 Sch. 6
– s. 194(2)(c) word inserted by 2008 c. 25 s. 39(5)
– s. 195(2)(c) word inserted by 2008 c. 25 s. 39(6)
– s. 201(1) substituted (prosp.) by 1998 c. 17 s. 50Sch. 4 para. 40(2)
– s. 201(5) repealed (prosp.) by 1998 c. 17 s. 5051Sch. 4 para. 40(3)Sch. 5 Pt. 1
– s. 203(1)(a) words inserted by 2020 c. 7 Sch. 7 para. 18
– s. 205A(13) words substituted by S.I. 2019/685 Sch. 3 para. 18
– s. 207A omitted by S.I. 2019/469 Sch. 1 para. 12(25)
– s. 207B(1) words omitted by S.I. 2019/469 Sch. 1 para. 12(26)
– s. 215(5) amended by 1998 c. 14 Sch. 7 para. 148 (This amendment not applied to legislation.gov.uk. Sch. 7 para. 148 repealed (1.4.1999) without ever being in force by 1999 c. 2, s. 28(3), Sch. 10 Pt. 1 (with Sch. 8); S.I. 1999/527, art. 2(b), Sch. 2 (with arts. 3-6))
– s. 218(10)(c) omitted by 2012 c. 7 Sch. 14 para. 70
– s. 230(6) words substituted by 2017 c. 16 s. 32(5)
– s. 236(3) word inserted by 2017 c. 16 s. 32(6)
– Sch. 1 para. 60(2) by 2000 c. 38 s. 274Sch. 31 Pt. 4
– Sch. 1 para. 56(10)(11) repealed by 1999 c. 26 Sch. 9(10)
– Sch. 1 para. 67(2)(b) and word repealed by 2009 c. 24 Sch. 7 Pt. 3
– Sch. 2 para. 10 words inserted by S.I. 2019/535 Sch. 1 para. 3

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):
– 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. 47H inserted by 2020 c. 7 Sch. 7 para. 9
– s. 47AA inserted by 2008 c. 25 s. 37
– s. 48(1C) inserted by 2020 c. 7 Sch. 7 para. 10(a)
– s. 49(8) inserted by 2020 c. 7 Sch. 7 para. 11(b)
– s. 49C inserted by 2017 c. 16 s. 32(4)
– s. 101B inserted by 2008 c. 25 s. 38
– s. 104H inserted by 2020 c. 7 Sch. 7 para. 14
– s. 105(4B) inserted by 2008 c. 25 s. 39(3)
– s. 105(7BC) inserted by 2020 c. 7 Sch. 7 para. 15
– s. 108(3)(de) inserted by 2008 c. 25 s. 39(4)
– s. 108(3)(gn) inserted by 2020 c. 7 Sch. 7 para. 16
– s. 110(3A) inserted by 2002 c. 22 s. 44
– s. 166(2ZA) 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)