



Employment Act 2002

2002 CHAPTER 22

PART 4

MISCELLANEOUS AND GENERAL

General

55 Short title etc.

- (1) This Act may be cited as the Employment Act 2002.
- (2) This Act, except sections 45, 46, 51 and 52 and this section, shall come into force on such day as the Secretary of State may by order made by statutory instrument appoint, and different days may be so appointed for different purposes.
- (3) An order under subsection (2) may contain such transitional provisions and savings as the Secretary of State considers necessary or expedient in connection with the coming into force of any of the provisions of this Act.
- (4) The Secretary of State may by regulations make such transitional provisions and savings as he considers necessary or expedient for the purposes of or in connection with—
 - (a) the coming into force of section 19 or 48, or Schedule 7 so far as relating to any amendment made in consequence of either of those sections; or
 - (b) the operation of any enactment amended by any of those provisions during any period when the amendment is not wholly in force.
- (5) Subject to subsections (6) and (7), this Act extends to England and Wales and Scotland only.
- (6) The following provisions also extend to Northern Ireland—
 - (a) section 5;
 - (b) sections 13 to 15, and section 16 so far as relating thereto;

Changes to legislation: Employment Act 2002, Section 55 is up to date with all changes known to be in force on or before 13 April 2024. 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

- (c) paragraphs 1, 4, 9 and 10 of Schedule 6, and section 50 so far as relating thereto;
 - (d) sections 51 and 52;
 - (e) paragraphs 1, 50, 52 and 53 of Schedule 7, and section 53 so far as relating thereto;
 - (f) Schedule 8, so far as relating to the repeal of section 3(3) of the Social Security Act 1998 (c. 14), and section 54 so far as relating thereto;
 - (g) this section.
- (7) The following provisions extend to Northern Ireland only—
- (a) sections 21(2) and 46;
 - (b) paragraphs 7, 8, 12 and 14 of Schedule 6, and section 50 so far as relating thereto;
 - (c) paragraph 17 of Schedule 7, and section 53 so far as relating thereto;
 - (d) Schedule 8, so far as relating to—
 - (i) the repeal in the Social Security Administration (Northern Ireland) Act 1992 (c. 8), and
 - (ii) the revocations in the Social Security Administration (Fraud) (Northern Ireland) Order 1997 (S.I. 1997/1182 (N.I. 11)) and the Social Security Contributions (Transfer of Functions, etc.) (Northern Ireland) Order 1999 (S.I. 1999/671),
 and section 54 so far as relating thereto.
- (8) In sections 5 and 13 to 15 and paragraph 53 of Schedule 7, references to [F¹statutory paternity pay,] statutory adoption pay[F², statutory shared parental pay or statutory parental bereavement pay] include statutory pay under Northern Ireland legislation corresponding to Part 12ZA [F³, Part 12ZB [F⁴, Part 12ZC or Part 12ZD]] of the Social Security Contributions and Benefits Act 1992 (c. 4).

Subordinate Legislation Made

- P1** S. 55(2) power partly exercised: 31.7.2002 appointed for specified provisions by S.I. {2002/1989};
 S. 55(2) power partly exercised: 9.9.2002 appointed for specified provisions by S.I. {2002/2256}
- P2** S. 55(2)(3) power partly exercised: different dates appointed for specified provisions by S.I. {2002/2866} (with transitional and saving provisions in Sch. 3)
- P3** S. 55(2)(3) power partly exercised: different dates appointed for specified provisions by S.I. {2002/2866} (with transitional and saving provisions in Sch. 3)

Textual Amendments

- F1** Words in s. 55(8) substituted (5.4.2015) by [Children and Families Act 2014 \(c. 6\), s. 139\(6\), Sch. 7 para. 59\(a\)](#); S.I. 2014/1640, art. 7(hh) (with art. 16)
- F2** Words in s. 55(8) substituted (18.1.2020) by [Parental Bereavement \(Leave and Pay\) Act 2018 \(c. 24\), s. 2\(2\), Sch. para. 44\(a\)](#); S.I. 2020/45, reg. 2
- F3** Words in s. 55(8) substituted (15.3.2015 being the date on which 1992 c. 7, Pt. 12ZC comes into force by virtue of S.R. 2015/86, art. 3(1)(d)) by [Children and Families Act 2014 \(c. 6\), s. 139\(6\), Sch. 7 para. 59\(c\)](#); S.I. 2014/1640, art. 8(c) (with art. 18)
- F4** Words in s. 55(8) substituted (18.1.2020) by [Parental Bereavement \(Leave and Pay\) Act 2018 \(c. 24\), s. 2\(2\), Sch. para. 44\(b\)](#); S.I. 2020/45, reg. 2

Changes to legislation:

Employment Act 2002, Section 55 is up to date with all changes known to be in force on or before 13 April 2024. 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.

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Changes and effects yet to be applied to :

- s. 55(8) words substituted by [2023 c. 20 Sch. para. 44\(a\)](#)
- s. 55(8) words substituted by [2023 c. 20 Sch. para. 44\(b\)](#)

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. 7(3)(e) and word inserted by [2023 c. 20 Sch. para. 36\(4\)\(c\)](#)
- s. 15(2)(bb) word omitted by [2023 c. 20 Sch. para. 43\(a\)](#)
- s. 15(2)(bc) inserted by [2023 c. 20 Sch. para. 43\(b\)](#)