



# Employment Relations Act 2004

## 2004 CHAPTER 24

### PART 3

#### RIGHTS OF TRADE UNION MEMBERS, WORKERS AND EMPLOYEES

##### *Other rights of workers and employees*

#### **39 Ways in which provision conferring rights on individuals may be made**

- (1) Section 23 of the Employment Relations Act 1999 (c. 26) (power to confer on individuals of a specified description rights conferred by certain enactments) is amended as follows.
- (2) In subsection (5) (ways in which that power may be exercised) omit the words from “, whether” to the end.
- (3) After that subsection insert—
  - “(5A) The ways in which an order under this section may make provision include, in particular—
    - (a) amending any enactment;
    - (b) excluding or applying (whether with or without amendment) any enactment.
  - “(5B) In subsection (5A) “enactment” includes an enactment comprised in subordinate legislation made under an Act.”

#### **Commencement Information**

**II** S. 39 in force at 31.12.2004 by S.I. 2004/3342, art. 4(a)

**Changes to legislation:**

There are currently no known outstanding effects for the Employment Relations Act 2004, Section 39.