



# Workers (Predictable Terms and Conditions) Act 2023

## CHAPTER 46

### WORKERS (PREDICTABLE TERMS AND CONDITIONS) ACT 2023

- 1 Workers (except agency workers): right to request predictable work pattern
- 2 Agency workers: right to request predictable work pattern
- 3 Restrictions on multiple applications to vary terms and conditions
- 4 Extent, commencement and short title

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#### SCHEDULE — Amendments of other legislation

##### PART 1 — EXISTING LEGISLATION

- 1 Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52)
- 2 Employment Tribunals Act 1996 (c. 17)
- 3 Employment Rights Act 1996 (c. 18)
- 4 After section 47E insert— Predictable work pattern (1) A worker has the right not to be subjected...
- 5 After section 47EA (as inserted by paragraph 4) insert— Predictable...
- 6 (1) Section 48 (enforcement) is amended as follows.
- 7 (1) Section 49 (remedies) is amended as follows.
- 8 (1) Section 80F (statutory right to request contract variation) is...
- 9 After section 104C insert— Predictable work pattern An employee who is dismissed is to be regarded for...
- 10 In section 105 (redundancy), after subsection (7BA) insert—
- 11 In section 108 (qualifying period of employment), in subsection (3),...
- 12 In section 192 (armed forces), in subsection (2)(e), after “104C,”...
- 13 In section 194 (House of Lords staff), in subsection (2)(c),...

**Changes to legislation:** There are outstanding changes not yet made by the legislation.gov.uk editorial team to Workers (Predictable Terms and Conditions) Act 2023. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) [View outstanding changes](#)

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- 14 In section 195 (House of Commons staff), in subsection (2)(c),...
- 15 In section 199 (mariners), in subsection (2), after “47E,” insert...
- 16 (1) Section 205A (employee shareholders) is amended as follows.
- 17 In section 225 (calculation date for purposes of working out...
- 18 In section 227 (maximum amount of week’s pay), in subsection...
- 19 In section 235 (other definitions), in subsection (1), in paragraph...
- 20 In section 236 (orders and regulations), in subsection (3) (instruments...  
PART 2 — LEGISLATION IN PARLIAMENT AT THE SAME TIME AS THIS ACT
- 21 Employment Relations (Flexible Working) Act 2023
- 22 (1) This paragraph makes provision to deal with the consequences...

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**Changes and effects yet to be applied to :**

- Sch. para. 22 omitted by [2023 c. 46 Sch. para. 21\(3\)](#) (This amendment not applied to legislation.gov.uk. The omission of 2023 c. 46, Sch. para. 22 was to come into force if 2023 c. 46 came into force before 2023 c. 33. 2023 c. 33 has been brought into force (6.4.2024) by S.I. 2024/438, reg. 2.)
- Sch. para. 8 omitted by [2023 c. 46 Sch. para. 22\(2\)](#)
- Sch. para. 21 omitted by [2023 c. 46 Sch. para. 22\(4\)](#)