



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

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),...

- 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...