
STATUTORY INSTRUMENTS

2006 No. 246

The Transfer of Undertakings (Protection of Employment) Regulations 2006

[^{F1}Effect of relevant transfer on contracts of employment which incorporate provisions of collective agreements

4A.—(1) Where a contract of employment, which is transferred by regulation 4(1), incorporates provisions of collective agreements as may be agreed from time to time, regulation 4(2) does not transfer any rights, powers, duties and liabilities in relation to any provision of a collective agreement if the following conditions are met—

- (a) the provision of the collective agreement is agreed after the date of the transfer; and
- (b) the transferee is not a participant in the collective bargaining for that provision.

(2) For the purposes of regulation 4(1), the contract of employment has effect after the transfer as if it does not incorporate provisions of a collective agreement which meet the conditions in paragraph (1).]

Textual Amendments

- F1** [Reg. 4A](#) inserted (E.W.S.) (31.1.2014) by [The Collective Redundancies and Transfer of Undertakings \(Protection of Employment\) \(Amendment\) Regulations 2014 \(S.I. 2014/16\)](#), regs. 1(2), **7(1)** (with reg. 7(2))

Changes to legislation:

The Transfer of Undertakings (Protection of Employment) Regulations 2006, Section 4A is up to date with all changes known to be in force on or before 03 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.

[View outstanding changes](#)

Changes and effects yet to be applied to :

- Regulations applied (with modifications) by [2014 c. 20 s. 9](#)