



Employment Act 1980

1980 CHAPTER 42

An Act to provide for payments out of public funds towards trade unions' expenditure in respect of ballots, for the use of employers' premises in connection with ballots, and for the issue by the Secretary of State of Codes of Practice for the improvement of industrial relations; to make provision in respect of exclusion or expulsion from trade unions and otherwise to amend the law relating to workers, employers, trade unions and employers' associations; to repeal section 1A of the Trade Union and Labour Relations Act 1974; and for connected purposes. [1st August 1980]

Extent Information

- E1** The extent provision of this Act as originally enacted was repealed (22.8.1996) by [1996 c. 18, ss. 242, 243, Sch. 3 Pt. I](#) (with [ss. 191-195, 202](#)); see [s. 21](#)

Commencement Information

- I1** Act partly in force at Royal Assent see [s. 21\(2\)](#); Act wholly in force at 22.12.1980

Trade union ballots and Codes of Practice

F1

Textual Amendments

- F1** [S. 1](#) repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52\)](#), [ss. 300\(1\), 302, Sch. 1](#)

F2

Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)

Textual Amendments

F2 S. 2 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52\)](#), ss. 300(1), 302, [Sch. 1](#)

F3

Textual Amendments

F3 S. 3 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52\)](#), ss. 300(1), 302, [Sch. 1](#)

Exclusion from trade union membership

F4

Textual Amendments

F4 S. 4 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52\)](#), ss. 300(1), 302, [Sch. 1](#)

F5

Textual Amendments

F5 S. 5 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52\)](#), ss. 300(1), 302, [Sch. 1](#)

Unfair dismissal

F6

Textual Amendments

F6 S. 6 repealed (22.8.1996) by [1996 c. 18](#), ss. 242, 243, [Sch. 3 Pt. I](#) (with ss. 191-195, 202)

7 **F7**

Textual Amendments

F7 Ss. 7, 10 repealed by [Employment Act 1982 \(c. 46, SIF 43:5\)](#), s. 21(3), [Sch. 4](#)

Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)

- 8** ^{F8}(1)
- ^{F9}(2)

Textual Amendments

- F8** S. 8(1) repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch. 10**; S.I. 1993/1908, art. 2(1), **Sch. 1**.
- F9** S. 8(2) repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

- ^{F10}**9**

Textual Amendments

- F10** S. 9 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

- 10** ^{F11}

Textual Amendments

- F11** Ss. 7, 10 repealed by **Employment Act 1982** (c. 46, SIF 43:5), s. 21(3), **Sch. 4**

Maternity

- ^{F12}**11** **Notices to the employer.**
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Textual Amendments

- F12** S. 11 repealed (10.6.1994) by 1993 c. 19, ss. 51, 52, **Sch. 10**; S.I. 1994/1365, art. 2, **Sch.** (with art. 3(1))

- ^{F13}**12**

Textual Amendments

- F13** S. 12 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

- ^{F14}**13**

Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)

Textual Amendments

F14 S. 13 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Other rights of employees

^{F15}**14**

Textual Amendments

F15 S. 14 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F16}**15**

Textual Amendments

F16 S. 15 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

Restrictions on legal liability

^{F17}**16**

Textual Amendments

F17 S. 16 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

17 ^{F18}

Textual Amendments

F18 S. 17 repealed by Employment Act 1990 (c. 38, SIF 43:5), s. 16(2), **Sch. 3**

18 ^{F19}

Textual Amendments

F19 S. 18 repealed by Employment Act 1982 (c. 46, SIF 43:5), **Sch. 4**

Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)

Miscellaneous and general

F20 **19**

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Textual Amendments

F20 S. 19 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

F21 **20**

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Textual Amendments

F21 S. 20 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F22 **21**

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Textual Amendments

F22 S. 21 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)

SCHEDULE 1

Section 20.

MINOR AND CONSEQUENTIAL AMENDMENTS

Modifications etc. (not altering text)

C1 The text of Sch. 1 is in the form in which it was originally enacted: it was not reproduced in the Statutes in Force and, except as specified, does not reflect any amendments or repeals that may have been made prior to 1.2.1991

The Post Office Act 1969.

F23₁

Textual Amendments

F23 Sch. 1 para. 1 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

The Trade Union and Labour Relations Act 1974

F24₂

Textual Amendments

F24 Sch. 1 para. 2 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

F25₃

Textual Amendments

F25 Sch. 1 para. 3 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

The ^{M1}Employment Protection Act 1975

Marginal Citations

M1 1975 c. 71.

F26₄

Textual Amendments

F26 Sch. 1 para. 4 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

F27₅

Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)

Textual Amendments

F27 Sch. 1 para. 5 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

F28 6

Textual Amendments

F28 Sch. 1 para. 6 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1**

F29 7

Textual Amendments

F29 Sch. 1 para. 7 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

The Employment Protection (Consolidation) Act 1978

F30 8

Textual Amendments

F30 Sch. 1 para. 8 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

9 **F31**

Textual Amendments

F31 Sch. 1 para. 9 repealed by Employment Act 1989 (c. 38, SIF 43:1), s. 29(4), **Sch. 7 Pt. III**

F32 10

Textual Amendments

F32 Sch. 1 para. 10 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1**.

F33 11

Textual Amendments

F33 Sch. 1 para. 11 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

12 **F34**

Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)

Textual Amendments

F34 Sch. 1 paras. 12, 14 repealed by Employment Act 1982 (c. 46, SIF 43:5), s. 21(3), **Sch. 4**

^{F35}13

Textual Amendments

F35 Sch. 1 para. 13 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

14 ^{F36}

Textual Amendments

F36 Sch. 1 paras. 12, 14 repealed by Employment Act 1982 (c. 46, SIF 43:5), s. 21(3), **Sch. 4**

15 ^{F37}

Textual Amendments

F37 Sch. 1 para. 15 repealed by Insolvency Act 1985 (c. 65, SIF 66), s. 235(3), **Sch. 10 Pt. IV**

^{F38}16

Textual Amendments

F38 Sch. 1 para. 16 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

^{F39}17

Textual Amendments

F39 Sch. 1 para. 17 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

^{F40}18

Textual Amendments

F40 Sch. 1 para. 18 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

^{F41}19

Textual Amendments

F41 Sch. 1 para. 19 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch.1**

^{F42}20

Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)

Textual Amendments

F42 Sch. 1 para. 20 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F43 21

Textual Amendments

F43 Sch. 1 para. 21(a) repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1993/1908, art. 2(1), **Sch.1** and para. 21(b) repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

F44 22

Textual Amendments

F44 Sch. 1 para. 22 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F45 23

Textual Amendments

F45 Sch. 1 para. 23 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F46 24

Textual Amendments

F46 Sch. 1 para. 24 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52), ss. 300(1), 302, **Sch. 1**

F47 25

Textual Amendments

F47 Sch. 1 para. 25 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F48 26

Textual Amendments

F48 Sch. 1 para. 26 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

F49 27

Textual Amendments

F49 Sch.1 para. 27 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

Changes to legislation: There are currently no known outstanding effects for the Employment Act 1980. (See end of Document for details)

^{F50}28

Textual Amendments
F50 Sch. 1 para. 28 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

^{F51}29

Textual Amendments
F51 Sch. 1 para. 29 repealed (22.8.1996) by 1996 c. 17, ss. 45, 46, **Sch. 3 Pt. I** (with s. 38)

30 [^{F52}In paragraph 23(1) of Schedule 11 of the 1978 Act, for the words from “section 14” to “those provisions” there shall be substituted the words “ sections 31 and 32 of the Powers of Criminal Courts Act 1973 (powers of Crown Court in relation to fines and forfeited recognisances) shall have effect as if”.]

Textual Amendments
F52 Sch. 1 para. 30 repealed (E.W.) by Contempt of Court Act 1981 (c. 49, SIF 39:3), **s. 16(6)**

^{F53}31

Textual Amendments
F53 Sch.1 para. 31 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F54}32

Textual Amendments
F54 S. 32 repealed (30.8.1993) by 1993 c. 19, s. 51, **Sch.10**; S.I. 1908, art. 2(1), Sch.1.

^{F55}33

Textual Amendments
F55 Sch. 1 para. 33 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

^{F56} SCHEDULE 2

Textual Amendments
F56 Sch. 2 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Changes to legislation:

There are currently no known outstanding effects for the Employment Act 1980.