



Employment Act 1982

CHAPTER 46

EMPLOYMENT ACT 1982

Employee involvement

- 1 Employee involvement

Unfair dismissal

- 2 Compensation for certain dismissals
- 3 Dismissal for non-membership of union
- 4 Basic award
- 5 New special award
- 6 Reduction of compensation: matters to be disregarded
- 7 Awards against third parties
- 8 Interim relief
- 9 Dismissal in connection with strike or other industrial action

Action short of dismissal

- 10 Action relating to trade union membership
- 11 Awards against third parties

Union membership or recognition requirements in contracts

- 12 Prohibition on union membership requirements
- 13 Prohibition on union recognition requirements
- 14 Pressure to impose union membership or recognition requirements

Trade disputes

- 15 Actions in tort against trade unions and employers' associations
- 16 Limit on damages awarded against trade unions in actions in tort

Status: This is the original version (as it was originally enacted).

- 17 Recovery of sums awarded in proceedings involving trade unions and employers' associations
- 18 Meaning of " trade dispute " 19. Amendment of sections 13 and 30 of the 1974 Act
- 19 Amendment of sections 13 and 30 of the 1974 Act.

Periods of continuous employment

- 20 Change of basis of computation of period of continuous employment

Supplemental

- 21 Interpretation, minor and consequential amendments and repeals
- 22 Short title, commencement and extent

SCHEDULES

SCHEDULE 1 — Compensation for Certain Dismissals

Power of Secretary of State to make payments

- 1 The Secretary of State may, if he thinks fit, pay...

Conditions of eligibility

- 2 (1) A person may apply for compensation under this Schedule...

Maximum amount of compensation

- 3 The maximum amount which the Secretary of State may pay...

Construction of references to date of dismissal

- 4 (1) Subject to the following provisions of this paragraph, references...

Making an application

- 5 An application for compensation under this Schedule must be made...

Reference of questions to appointed person

- 6 (1) The Secretary of State may, if he thinks fit,...

Consideration of application

- 7 In considering an application for compensation under this Schedule, the...

Notification of decision

- 8 (1) The Secretary of State shall notify the applicant in...

Reconsideration of decision

- 9 (1) The Secretary of State may, of his own motion...

Liability to repay in certain cases

10 (1) Where, for the purpose of obtaining compensation under this...

False statement an offence

11 (1) It is an offence for a person to make,...

SCHEDULE 2 — Change of Basis of Computation of Period of Continuous Employment

Right to guarantee payment

1 In section 13 of the 1978 Act (general exclusions from...

Right to remuneration on suspension on medical grounds

2 In section 20 of the 1978 Act (general exclusions from...

Right to minimum period of notice

3 (1) In sections 49 and 50 of the 1978 Act...

Right to written statement of reasons for dismissal

4 In section 53(2) of the 1978 Act (period of continuous...

Right not to be unfairly dismissed

5 (1) In section 64 of the 1978 Act (qualifying period...

Rights in connection with redundancy

6 (1) In section 119(7) of the 1975 Act (exclusion of...

Computation of period of continuous employment

7 (1) For section 151 of the 1978 Act (continuous employment)...

Minor and consequential amendments relating to sections 1 to 4 of the 1978 Act

8 (1) In section 1 of the 1978 Act (obligation to...

Other consequential amendments

9 (1) In section 149 of the 1978 Act (which confers...

SCHEDULE 3 — Minor and Consequential Amendments
PART I — MINOR AMENDMENTS

Unfair dismissal: effective date of termination

1 In section 55 of the 1978 Act (meaning of "dismissal")...

Continuity of employment in certain schools

2 (1) In section 81 of the 1978 Act (general provisions...

Status: This is the original version (as it was originally enacted).

Insolvent employers: payments to employees

- 3 For subsection (2) of section 122 of the 1978 Act...
- 4 (1) Section 122(3) of the 1978 Act (debts to which...
- 5 (1) Sections 122(11) and 123(9) of the 1978 Act (employee's...

Application of the 1978 Act to employed spouses

- 6 Section 146(1) of the 1978 Act (which provides that certain...

Interest on awards made by or on appeal from industrial tribunals

- 7 In Schedule 9 to the 1978 Act (industrial tribunals), after...

Employment Appeal Tribunal

- 8 (1) In paragraph 18 of Schedule 11 to the 1978...
 - 9 In paragraph 21A of that Schedule (enforcement of awards of...
- PART II — CONSEQUENTIAL AMENDMENTS

Industrial Courts Act 1919 (c.69)

- 10 In the Industrial Courts Act 1919, for section 8 (interpretation)...

Administration of Justice (Scotland) Act 1972 (c.59)

- 11 In section 3 of the Administration of Justice (Scotland) Act...

Trade Union and Labour Relations Act 1974 (c.52)

- 12 In section 15 of the 1974 Act (peaceful picketing), in...

Employment Protection Act 1975 (c.71)

- 13 (1) The Employment Protection Act 1975 shall be amended as...

Aircraft and Shipbuilding Industries Act 1977 (c.3)

- 14 In section 6 of the Aircraft and Shipbuilding Industries Act...

Employment Protection (Consolidation) Act 1978 (c.44)

- 15 In section 13(1) of the 1978 Act (exclusion of right...
- 16 In section 23 of the 1978 Act (action short of...
- 17 In section 59(a) of the 1978 Act (circumstances where dismissal...
- 18 In section 62 of the 1978 Act (dismissal in connection...
- 19 In section 64(3) of the 1978 Act (qualifying period and...
- 20 In section 64A(2) of the 1978 Act (extended qualifying period...
- 21 In section 68(2) of the 1978 Act (compensation for unfair...
- 22 In section 71(2)(a) and (5) of the 1978 Act (compensation...
- 23 In section 74(3) of the 1978 Act (calculation of compensatory...
- 24 (1) In section 77 of the 1978 Act (interim relief...
- 25 In section 149(2) of the 1978 Act (general power to...
- 26 In section 153(1) of the 1978 Act (interpretation) in the...
- 27 (1) Schedule 2 to the 1978 Act (supplementary provisions relating...
- 28 In Schedule 12 to the 1978 Act (death of employee...
- 29 In paragraph 11(1) of Schedule 13 to the 1978 Act...
- 30 (1) Schedule 14 to the 1978 Act (calculation of normal...

Crown Agents Act 1979 (c.43)

31 In paragraph 15 of Schedule 1 to the Crown Agents...

SCHEDULE 4 — Repeals