

SCHEDULES

SCHEDULE 1

Section 2.

COMPENSATION FOR CERTAIN DISMISSALS

Power of Secretary of State to make payments

- 1 The Secretary of State may, if he thinks fit, pay to a person who satisfies the conditions specified in paragraph 2 an amount not exceeding that specified in paragraph 3.

Conditions of eligibility

- 2 (1) A person may apply for compensation under this Schedule where—
- (a) he was dismissed from his employment on or after 16th September 1974 (when the 1974 closed shop provisions came into force) and before 15th August 1980 (when the 1980 amendments came into force);
 - (b) he did not bring, or brought but did not succeed in, a complaint of unfair dismissal; and
 - (c) if the 1980 amendments had been in force in relation to his dismissal (the law otherwise being as it was at the time), he would have been entitled by virtue of those amendments to succeed in a complaint of unfair dismissal.

- (2) In this paragraph—

" the 1974 closed shop provisions " means paragraph 6(5) of Schedule 1 to the 1974 Act, later amended by sections 1(e) and 3(5) of the 1976 Act and consolidated in subsection (3) of section 58 of the 1978 Act; and

" the 1980 amendments " means the amendments of section 58 of the 1978 Act made by section 7 of, and paragraph 12 of Schedule 1 to, the 1980 Act, except so far as relating to the approval of union membership agreements by ballot, or, in relation to a dismissal occurring before 1st November 1978 (when section 58 came into force), corresponding amendments of paragraph 6 of Schedule 1 to the 1974 Act.

Maximum amount of compensation

- 3 The maximum amount which the Secretary of State may pay to a person in respect of his dismissal is the amount which that person would have been awarded if he had brought a successful complaint of unfair dismissal—
- (a) disregarding any question of an order for reinstatement or re-engagement;
 - (b) assuming, in relation to a dismissal occurring before 1st June 1976, that the provisions of the 1975 Act were in force relating to the basic award of compensation; and
 - (c) taking into account the actual loss sustained by him rather than such loss as might have been foreseen at the time,

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together with interest from the date of the dismissal calculated at the rate from time to time in force under section 17 of the Judgments Act 1838.

Construction of references to date of dismissal

- 4 (1) Subject to the following provisions of this paragraph, references in paragraphs 2 and 3 to the date of a dismissal are to the effective date of termination in relation to that dismissal as denned in section 55(4) of the 1978 Act.
- (2) In ascertaining for the purposes of those paragraphs whether a dismissal occurred before the commencement of any provision of the 1975, 1978 or 1980 Acts, that is to say in ascertaining—
- (a) for the purpose of paragraph 2(1)(a) whether a person was dismissed before 15th August 1980,
 - (b) for the purpose of paragraph 2(2) whether a dismissal occurred before 1st November 1978, or
 - (c) for the purpose of paragraph 3(b) whether a dismissal occurred before 1st June 1976,

references to the date of the dismissal shall be construed in accordance with sub-paragraph (3) in the cases where that sub-paragraph applies.

- (3) Where the notice required to be given by an employer by section 1(1) of the Contracts of Employment Act 1972 or section 49 of the 1978 Act (minimum period of notice) would, if duly given when notice of termination was given by the employer, or (where no notice was given) when the contract of employment was terminated by the employer, have expired on a date later than the effective date of termination as defined by section 55(4) of the 1978 Act, that later date shall be treated for the purposes mentioned in sub-paragraph (2) as the date of the dismissal.

Making an application

- 5 An application for compensation under this Schedule must be made in writing to the Secretary of State within twelve months from the passing of this Act or such further period as the Secretary of State may allow.

Reference of questions to appointed person

- 6 (1) The Secretary of State may, if he thinks fit, before deciding an application for compensation under this Schedule, refer any question arising in connection with the application for inquiry and report by a person appointed by him under this paragraph.
- (2) In any such case the applicant shall be informed of the identity of the appointed person and of the question or questions referred and shall be given an opportunity to make representations to the appointed person including oral representations if he so wishes.
- (3) The Secretary of State may pay to any person attending at any place for the purpose of making such representations such travelling and other allowances as would be payable in connection with attendance at an industrial tribunal.
- (4) A person may be appointed by the Secretary of State under this paragraph either for the purposes of a particular reference or for the purpose of such references as may from time to time be made to him; and the Secretary of State may pay to a person

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so appointed such remuneration and such travelling and other allowances as he may determine with the approval of the Treasury.

Consideration of application

- 7 In considering an application for compensation under this Schedule, the Secretary of State shall have regard to, but shall not be bound by—
- (a) the findings of any industrial tribunal in proceedings arising out of the dismissal in question ; and
 - (b) any report made in relation to the application by a person appointed under paragraph 6.

Notification of decision

- 8 (1) The Secretary of State shall notify the applicant in writing of his decision.
- (2) The notification shall be accompanied by a copy of any report made in relation to the application by a person appointed under paragraph 6.

Reconsideration of decision

- 9 (1) The Secretary of State may, of his own motion or on the request of the applicant, reconsider his decision on any application for compensation under this Schedule on the ground that the decision was made in ignorance of, or was based on a mistake as to, some material fact.
- (2) Where the Secretary of State decides of his own motion to reconsider a decision, he shall inform the applicant of that fact and of the grounds for reopening the case.
- (3) A request by the applicant for reconsideration of the decision on his application must be made in writing to the Secretary of State within three months from the date on which the decision was notified to him, or such further period as the Secretary of State may allow.
- (4) The provisions of paragraphs 6 to 8 shall, with the necessary modifications, apply in relation to the reconsideration of an application as they apply in relation to the original consideration of an application.

Liability to repay in certain cases

- 10 (1) Where, for the purpose of obtaining compensation under this Schedule for himself or for another, any person misrepresents or fails to disclose any material fact, whether fraudulently or otherwise, the person to whom any such payment is in consequence made shall be liable to repay so much of it as the Secretary of State may direct, unless he can show that the misrepresentation or failure occurred without his connivance or consent.
- (2) Except as provided by this paragraph, the reconsideration of a decision under paragraph 9 shall not give rise to a liability to repay.
- (3) Any sum received by the Secretary of State by virtue of this paragraph shall be paid into the Consolidated Fund.

False statement an offence

- 11 (1) It is an offence for a person to make, for the purpose of obtaining compensation under this Schedule for himself or for another, a statement which is false in a material particular and which he knows to be so false.
- (2) An offence under this paragraph is punishable on summary conviction with a fine not exceeding £1,000.

SCHEDULE 2

Section 20.

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 the right to a guarantee payment), subsections (1) and (2) shall be renumbered (3) and (4) and the following subsections shall be inserted as subsections (1) and (2)—

“(1) An employee shall not be entitled to a guarantee payment unless he has been continuously employed for a period of not less than one month ending with the day before that in respect of which the guarantee payment is claimed.

(2) An employee who is employed—

- (a) under a contract for a fixed term of three months or less, or
- (b) under a contract made in contemplation of the performance of a specific task which is not expected to last for more than three months,

shall not be entitled to a guarantee payment unless he has been continuously employed for a period of more than three months ending with the day before that in respect of which the guarantee payment is claimed.”.

Right to remuneration on suspension on medical grounds

- 2 In section 20 of the 1978 Act (general exclusions from the right to remuneration on suspension on medical grounds), subsections (1) and (2) shall be renumbered (3) and (4) and the following subsections shall be inserted as subsections (1) and (2)—

“(1) An employee shall not be entitled to remuneration under section 19 unless he has been continuously employed for a period of not less than one month ending with the day before that on which the suspension begins.

(2) An employee who is employed—

- (a) under a contract for a fixed term of three months or less, or
- (b) under a contract made in contemplation of the performance of a specific task which is not expected to last for more than three months,

shall not be entitled to remuneration under section 19 unless he has been continuously employed for a period of more than three months ending with the day before that on which the suspension begins.”.

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Right to minimum period of notice

- 3 (1) In sections 49 and 50 of the 1978 Act (rights of employer and employee to a minimum period of notice) for the words " four weeks " in section 49(1), (2) and (3) and section 50(1) and (2) (which relate to the period of continuous employment necessary before either right arises) there shall be substituted " one month ".
- (2) In section 49(4) of that Act (which converts into a contract for an indefinite period a contract for a term certain of four weeks or less where the employee has been continuously employed for twelve weeks or more) for the words " twelve weeks " there shall be substituted " three months " and for the words " four weeks " there shall be substituted " one month ".
- (3) After that subsection there shall be inserted—
- “(4A) Subsections (1) and (2) do not apply to a contract made in contemplation of the performance of a specific task which is not expected to last for more than three months unless the employee has been continuously employed for a period of more than three months.”.

Right to written statement of reasons for dismissal

- 4 In section 53(2) of the 1978 Act (period of continuous employment after which an employee has a right to a written statement of the reasons for his dismissal) for the words from " twenty-six weeks " onwards there shall be substituted " six months ending with that date ".

Right not to be unfairly dismissed

- 5 (1) In section 64 of the 1978 Act (qualifying period for the right not to be unfairly dismissed)—
- (a) in subsection (1)(a) for " fifty-two weeks " there shall be substituted " one year "; and
- (b) in subsection (2) for " fifty-two weeks " and " four weeks " there shall be substituted, respectively, " one year " and " one month ".
- (2) In section 73(3) of that Act (calculation of basic award for unfair dismissal), in paragraphs (a) and (b) the words "which consists wholly of weeks " shall be omitted.

Rights in connection with redundancy

- 6 (1) In section 119(7) of the 1975 Act (exclusion of employees on short-term contracts from protection of provisions requiring consultation and notification in case of certain redundancies) for the words " 12 weeks ", in each place where they occur, there shall be substituted " three months "; and at the end of that subsection there shall be inserted—
- “Section 151 of and Schedule 13 to the Employment Protection (Consolidation) Act 1978 (computation of period of continuous employment), and any provision modifying or supplementing that section or Schedule for the purposes of that Act, shall apply for the purposes of this subsection as if this subsection were contained in that Act.”.

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- (2) In section 81(4) of the 1978 Act (requisite period qualifying for right to redundancy payment), the words from " excluding any week " onwards (which relate to weeks before the employee attained the age of eighteen) shall be omitted.
- (3) In section 104(2) of that Act (exclusion of redundancy rebate where employee's right under collective agreement arises by virtue of a period of employment which is less than one hundred and four weeks)—
 - (a) for " period of employment" there shall be substituted " period of continuous employment "; and
 - (b) for " one hundred and four weeks " there shall be substituted " two years ".
- (4) In section 106(2) of that Act (conditions to be satisfied before an employee can claim his unpaid redundancy payment from the Secretary of State), in paragraph (c) (exclusion where right under collective agreement arises by virtue of a period of employment which is less than one hundred and four weeks)—
 - (a) for " period of employment" there shall be substituted " period of continuous employment "; and
 - (b) for " one hundred and four weeks " there shall be substituted " two years ".
- (5) In Schedule 4 to that Act (calculation of redundancy payment),
 - (a) in paragraph 2(a) and (b) the words " which consists wholly of weeks (within the meaning of Schedule 13)" shall be omitted; and
 - (b) paragraph 7 shall be omitted.

Computation of period of continuous employment

- 7 (1) For section 151 of the 1978 Act (continuous employment) there shall be substituted—

“151 Computation of period of continuous employment.

- (1) References in any provision of this Act to a period of continuous employment are, except where provision is expressly made to the contrary, to a period computed in accordance with the provisions of this section and Schedule 13 ; and in any such provision which refers to a period of continuous employment expressed in months or years a month means a calendar month and a year means a year of twelve calendar months.
- (2) In computing an employee's period of continuous employment any question arising as to—
 - (a) whether the employee's employment is of a kind counting towards a period of continuous employment, or
 - (b) whether periods (consecutive or otherwise) are to be treated as forming a single period of continuous employment,
 shall be determined in accordance with Schedule 13 (that is to say, week by week), but the length of an employee's period of employment shall be computed in months and years of twelve months in accordance with the following rules.
- (3) Subject to the following provisions of this section, an employee's period of continuous employment for the purposes of any provision of this Act begins with the day on which he starts work and ends with the day by reference

to which the length of his period of continuous employment falls to be ascertained for the purposes of the provision in question.

- (4) For the purposes of section 81 and Schedule 4 an employee's period of continuous employment shall be treated as beginning on his eighteenth birthday if that date is later than the starting date referred to in subsection (3).
- (5) If an employee's period of continuous employment includes one or more periods which, by virtue of any provision of Schedule 13, do not count in computing the length of the period but do not break continuity, the beginning of the period shall be treated as postponed by the number of days falling within that intervening period or, as the case may be, by the aggregate number of days falling within those periods.
- (6) The number of days falling within such an intervening period is—
- (a) in the case of a period to which paragraph 14(3) of Schedule 13 applies, seven days for each week within that sub-paragraph ;
 - (b) in the case of a period to which paragraph 15(2) or (4) of that Schedule applies, the number of days between the last working day before the strike or lock-out and the day on which work was resumed ;
 - (c) in the case of a period to which paragraph 16(1) of that Schedule applies, the number of days between the employee's last day of employment before service under Part I of the National Service Act 1948 and the day on which he resumed employment in accordance with Part II of that Act.”.
- (2) In Schedule 13 to that Act (computation of period of employment), for paragraphs 1 and 2 (preliminary provisions) there shall be substituted—

“Preliminary

- 1 (1) Except so far as otherwise provided by the following provisions of this Schedule, a week which does not count under paragraphs 3 to 12 breaks the continuity of the period of employment.
- (2) The provisions of this Schedule apply, subject to paragraph 14, to a period of employment notwithstanding that during that period the employee was engaged in work wholly or mainly outside Great Britain, or was excluded by or under this Act from any right conferred by this Act.
- (3) A person's employment during any period shall, unless the contrary is shown, be presumed to have been continuous.”.
- (3) For paragraph 8 of that Schedule there shall be substituted—

“Power to amend paragraphs 3 to 7 by order

- 8 (1) The Secretary of State may by order—
- (a) amend paragraphs 3 to 7 so as to substitute for each of the references to sixteen hours a reference to such other number of hours less than sixteen as may be specified in the order ; and

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- (b) amend paragraphs 6 and 7 so as to substitute for each of the references to eight hours a reference to such other number of hours less than eight as may be specified in the order.
- (2) No order under this paragraph shall be made unless a draft of the order has been laid before Parliament and approved by a resolution of each House of Parliament.
- (3) The provisions of any order under this paragraph shall apply to periods before the order takes effect as they apply to later periods.”.

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 give written particulars of terms of employment)—
 - (a) in subsection (1) (the basic obligation) for the words " the beginning of an employee's period of employment " there shall be substituted " the beginning of an employee's employment "; and
 - (b) in subsection (2) (matters to be included in the statement), for paragraph (c) there shall be substituted—
 - “(c) specify the date on which the employee's period of continuous employment began (taking into account any employment with a previous employer which counts towards that period).”.
- (2) For section 2(4) of that Act (exclusion of obligation to give written statement where terms the same as those of previous employment) there shall be substituted—
 - “(4) No statement need be given under section 1 where—
 - (a) the employee's terms of employment are the same as those of earlier employment with the same employer in respect of which a statement under that section and any information subsequently required under section 4 was duly given, and
 - (b) that earlier employment ended not more than six months before the beginning of the employment in question ;
 but without prejudice to the operation of subsection (1) of section 4 if there is subsequently a change in the terms of employment.”.
- (3) In section 4 of that Act (duty to inform of changes in terms of employment)—
 - (a) in subsection (4)(b) (change of employer to be treated as change of terms where continuity of employment is not broken) the words from " in accordance with " to " Schedule 13 " shall be omitted ; and
 - (b) in subsection (5) (duty in such a case to specify date from which employment is continuous) for the words " continuous period of employment" there shall be substituted " period of continuous employment ".
- (4) After section 5 of that Act there shall be inserted—

“5A Employees becoming or ceasing to be excluded from ss. 1 to 4.

- (1) Sections 1 to 4 shall apply to an employee who at any time comes or ceases to come within the exceptions from those sections provided for by section 5,

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141, 144, 145 or 146(4) to (7), or under section 149, as if his employment with his employer terminated or began at that time.

(2) Subsection (1) of section 1 shall apply to an employee who ceases to come within the exception provided by section 5 with the substitution for the words "thirteen weeks" of the words "one month".

(3) The fact that section 1 is directed to apply to an employee as if his employment began on his ceasing to come within one of the exceptions referred to in subsection (1) shall not affect the obligation under subsection (2)(b) of that section to specify the date on which his employment actually began.”.

(5) In section 146 of that Act (miscellaneous excluded classes of employment)—

(a) in subsection (4) (exclusion of part-time employees from rights which do not depend on a qualifying period of continuous employment), after "sections" there shall be inserted "1,4, "; and

(b) after subsection (7) there shall be added—

“(8) References in subsections (4) to (7) to weeks are to weeks within the meaning of Schedule 13.”.

Other consequential amendments

9 (1) In section 149 of the 1978 Act (which confers a general power to amend the Act by order)—

(a) in subsection (1)(c) (which lists provisions whose operation may be varied or excluded), after "sections" there shall be inserted "13(2), 20(2), 49(4A), "; and

(b) in subsection (2) (provisions to which the power does not extend), for " and 142(1) " there shall be substituted " , 142(1) and 151 ".

(2) In section 157(1) of that Act (reciprocal arrangements with Northern Ireland) for "sections 1 to 7" there shall be substituted "sections 1 to 6".

SCHEDULE 3

Section 21.

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") for subsection (5) there shall be substituted the following—

“(5) Where the contract of employment is terminated by the employer and the notice required by section 49 to be given by an employer would, if duly given on the material date, expire on a date later than the effective date of

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termination (as defined by subsection (4)) then, for the purposes of sections 53(2), 64(1)(a), 64A and 73(3) and paragraph 8(3) of Schedule 14, the later date shall be treated as the effective date of termination in relation to the dismissal.

- (6) Where the contract of employment is terminated by the employee and—
- (a) the material date does not fall during a period of notice given by the employer to terminate that contract ; and
 - (b) had the contract been terminated not by the employee but by notice given on the material date by the employer, that notice would have been required by section 49 to expire on a date later than the effective date of termination (as defined by subsection (4)),

then, for the purposes of sections 64(1)(a), 64A and 73(3) and paragraph 8(3) of Schedule 14, the later date shall be treated as the effective date of termination in relation to the dismissal.

- (7) " Material date " means—
- (a) in subsection (5), the date when notice of termination was given by the employer or (where no notice was given) the date when the contract of employment was terminated by the employer ; and
 - (b) in subsection (6), the date when notice of termination was given by the employee or (where no notice was given) the date when the contract of employment was terminated by the employee.”.

Continuity of employment in certain schools

- 2 (1) In section 81 of the 1978 Act (general provisions as to right to redundancy payment) the following subsection shall be inserted after subsection (2)—

“(2A) For the purposes of subsection (2) the activities carried on by a local education authority with respect to the schools maintained by it and the activities carried on by the governors of those schools shall be treated as one business unless either of the conditions specified in subsection (2) would be satisfied without so treating them.”.

- (2) In paragraph 17(1) of Schedule 13 to the 1978 Act, for the words " paragraph 18 " there shall be substituted the words " paragraphs 18 and 18A ".

- (3) After paragraph 18 of that Schedule there shall be inserted the following paragraph—

“18A (1) If an employee of one of the employers described in sub-paragraph (2) is taken into the employment of another of those employers, his period of employment at the time of the change of employer shall count as a period of employment with the second employer and the change shall not break the continuity of the period of employment.

- (2) The employers referred to in sub-paragraph (1) are the governors of the schools maintained by a local education authority and that authority.”.

Insolvent employers: payments to employees

- 3 For subsection (2) of section 122 of the 1978 Act (definition of " relevant date " in relation to certain debts due from insolvent employers to their employees) there shall be substituted the following subsection—

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- “(2) In this section the 'relevant date', in relation to a debt, means whichever is the latest of—
- (a) the date on which the employer became insolvent;
 - (b) the date of the termination of the employee's employment ; or
 - (c) where the debt falls within section 121(2)(d) or subsection (3)(d), the date on which the award was made.”.
- 4 (1) Section 122(3) of the 1978 Act (debts to which the provisions of section 122 about employees' rights on insolvency of employers apply) shall be amended as follows.
- (2) For paragraph (a) there shall be substituted the following paragraph—
- “(a) any arrears of pay in respect of one or more (but not more than eight) weeks ;”.
- (3) For paragraph (c) there shall be substituted the following paragraph—
- “(c) any holiday pay—
- (i) in respect of a period or periods of holiday not exceeding six weeks in all; and
 - (ii) to which the employee became entitled during the twelve months ending with the relevant date ;”.
- 5 (1) Sections 122(11) and 123(9) of the 1978 Act (employee's rights on insolvency of employer and payment of unpaid contributions to occupational pension scheme) shall be amended as follows.
- (2) In paragraph (a) for the words from the beginning to " was " there shall be substituted in each case the words " the application for a payment under this section has been ".
- (3) In paragraph (c) for the word " further " there shall be substituted in each case the word " unreasonable ".

Application of the 1978 Act to employed spouses

- 6 Section 146(1) of the 1978 Act (which provides that certain provisions of that Act do not apply to employment where the employer is the husband or wife of the employee) shall cease to have effect.

Interest on awards made by or on appeal from industrial tribunals

- 7 In Schedule 9 to the 1978 Act (industrial tribunals), after paragraph 6 there shall be inserted the following paragraph—

“Interest on sums awarded

- 6A (1) The Secretary of State may by order made with the approval of the Treasury provide that sums payable in pursuance of decisions of industrial tribunals shall carry interest at such rate and between such times as may be prescribed by the order.
- (2) Any interest due by virtue of such an order shall be recoverable as a sum payable in pursuance of the decision.
- (3) The power conferred by sub-paragraph (1) includes power—

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- (a) to specify cases or circumstances in which interest shall not be payable;
 - (b) to provide that interest shall be payable only on sums exceeding a specified amount or falling between specified amounts;
 - (c) to make provision for the manner in which and the periods by reference to which interest is to be calculated and paid ;
 - (d) to provide that any enactment shall or shall not apply in relation to interest payable by virtue of an order under sub-paragraph (1) or shall apply to it with such modifications as may be specified in the order;
 - (e) to make provision for cases where sums are payable in pursuance of decisions or awards made on appeal from industrial tribunals ;
 - (f) to make such incidental or supplemental provision as the Secretary of State considers necessary.
- (4) Without prejudice to the generality of sub-paragraph (3). an order under sub-paragraph (1) may provide that the rate of interest shall be the rate specified in section 17 of the Judgments Act 1838 as that enactment has effect from time to time.”.

Employment Appeal Tribunal

- 8 (1) In paragraph 18 of Schedule 11 to the 1978 Act (rules governing proceedings before the Employment Appeal Tribunal), after paragraph (d) there shall be inserted the following paragraph—
- “(e) for interlocutory proceedings to be dealt with otherwise than in accordance with paragraph 16.”.
- (2) Where, before the commencement of any rules made by virtue of sub-paragraph (1) above, interlocutory proceedings before the Appeal Tribunal have been dealt with otherwise than in accordance with paragraph 16 of Schedule 11, those proceedings shall be taken to have been dealt with in accordance with the requirements of that paragraph.
- 9 In paragraph 21A of that Schedule (enforcement of awards of Employment Appeal Tribunal under section 5 of the 1980 Act) after sub-paragraph (2) there shall be added the following sub-paragraph—
- “(3) Any sum payable in pursuance of an award of the Appeal Tribunal under section 5 of the Employment Act 1980 shall be treated as if it were a sum payable in pursuance of a decision of an industrial tribunal for the purposes of paragraph 6A of Schedule 9 (interest on industrial tribunal awards).”.

PART II

CONSEQUENTIAL AMENDMENTS

Industrial Courts Act 1919 (c.69)

- 10 In the Industrial Courts Act 1919, for section 8 (interpretation) there shall be substituted the following section—

“8 Interpretation.

In this Act—

" trade dispute " has the same meaning as in the Employment Protection Act 1975 ;

" worker " has the same meaning as in the Trade Union and Labour Relations Act 1974.”.

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

- 11 In section 3 of the Administration of Justice (Scotland) Act 1972 (power of arbiter to state case for opinion of Court of Session), in subsection (3) (which excludes from the section arbitrations on industrial relations matters)—

- (a) for the words from "relating to a trade dispute", where first occurring, to " Trade Union and Labour Relations Act 1974 " there shall be substituted the words " relating to a trade dispute within the meaning of the Employment Protection Act 1975 ";
- (b) for the words " the said Act of 1974 " there shall be substituted the words " the Trade Union and Labour Relations Act 1974 ".

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

- 12 In section 15 of the 1974 Act (peaceful picketing), in subsection (3) (right of former employees to picket their former place of work), for the words " and whose " there shall be substituted " where—(a) his, and after the words " trade dispute," there shall be inserted—

“or

- (b) the termination of his employment was one of the circumstances giving rise to a trade dispute,”.

Employment Protection Act 1975 (c.71)

- 13 (1) The Employment Protection Act 1975 shall be amended as follows.
- (2) In section 126(1) (interpretation)—
- (a) " " trade dispute ", shall be omitted from the list of expressions which have the same meaning as in the 1974 Act; and
 - (b) at the appropriate place there shall be inserted " trade dispute" has the meaning assigned by section 126A below ".
- (3) After section 126 there shall be inserted a section 126A in the same terms as section 29(1) to (6) of the 1974 Act before the amendment of that section by this Act.

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- (4) In section 127(1) (power to extend employment legislation), after paragraph (ff) there shall be inserted the following paragraph—

“(fg) the Employment Act 1982 ; and”.

Aircraft and Shipbuilding Industries Act 1977 (c.3)

- 14 In section 6 of the Aircraft and Shipbuilding Industries Act 1977 (duty of Corporations to take steps to establish and maintain machinery for, amongst other things, the resolution of trade disputes), in subsection (2)(6) (in which " trade dispute " is defined by reference to the 1974 Act), for the words " within the meaning of the Trade Union and Labour Relations Act 1974 " there shall be substituted the words " within the meaning of the Employment Protection Act 1975 ".

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

- 15 In section 13(1) of the 1978 Act (exclusion of right to guarantee payment if lack of work due to trade dispute), for the words " trade dispute " there shall be substituted the words " strike, lockout or other industrial action ".
- 16 In section 23 of the 1978 Act (action short of dismissal taken against employee in respect of trade union membership or activities), in subsection (2A)(b), after the words "subsection (1)(c)" there shall be inserted the words " or (1A), ".
- 17 In section 59(a) of the 1978 Act (circumstances where dismissal on ground of redundancy is unfair), for the words "an inadmissible reason " there shall be substituted the words " one of those specified in section 58(1) ".
- 18 In section 62 of the 1978 Act (dismissal in connection with a strike, lock-out or other industrial action), in subsection (4) (which defines " relevant employees " in relation to a lock-out by reference to their interest in the underlying trade dispute), for the words " trade dispute " there shall be substituted the word " dispute ".
- 19 In section 64(3) of the 1978 Act (qualifying period and upper age limit in connection with unfair dismissal), for the words " an inadmissible reason" there shall be substituted the words " one of those specified in section 58(1) ".
- 20 In section 64A(2) of the 1978 Act (extended qualifying period where there are no more than twenty employees), for the words " an inadmissible reason " there shall be substituted the words " one of those specified in section 58(1) ".
- 21 In section 68(2) of the 1978 Act (compensation for unfair dismissal), for the words " sections 72 to 74 " there shall be substituted the words " sections 72 to 76 ".
- 22 In section 71(2)(a) and (5) of the 1978 Act (compensation after section 69 order), for the words " sections 72 to 74 " there shall be substituted in each case the words " sections 72 to 76 ".
- 23 In section 74(3) of the 1978 Act (calculation of compensatory award), for the words " section 73(7) or (9)" there shall be substituted the words " section 73(7A) to (9) ".
- 24 (1) In section 77 of the 1978 Act (interim relief pending determination of complaint of unfair dismissal), in subsection (2), at the beginning of paragraph (b) there shall be inserted the words " in a case in which the employee relies on section 58(1)(a) or (6) ".
- (2) In subsection (3) of that section, before the words " the relevant certificate " there shall be inserted the words " (where appropriate) ".

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

- (3) In subsection (5) of that section for the words from "was unfairly " to " subsection (1)" there shall be substituted the words " is by virtue of section 58 to be regarded as having been unfairly dismissed ".
- 25 In section 149(2) of the 1978 Act (general power to amend the Act) for the word " 75 " there shall be substituted the words " 73(4B), 75, 75A(7) ".
- 26 In section 153(1) of the 1978 Act (interpretation) in the definition of " effective date of termination " for the words " and (5)" there shall be substituted the words " to (6) ".
- 27 (1) Schedule 2 to the 1978 Act (supplementary provisions relating to maternity) shall be amended as follows.
- (2) In paragraph 2(4)—
- (a) for the words " 58(3) to (3E)" there shall be substituted the words " 58(3) to (12) "; and
- (b) for the words ", 145(2) and 146(1)" there shall be substituted the words " and 145(2) ".
- (3) In paragraph 6(3)—
- (a) for the words " 58(3) to (3E)" there shall be substituted the words " 58(3) to (12) "; and
- (b) for the words ", 145 and 146(1)" there shall be substituted the words " and 145 ".
- 28 In Schedule 12 to the 1978 Act (death of employee or employer) for paragraph 9 there there shall be substituted—
- “9 Where—
- (a) the employee's contract of employment has been terminated ; and
- (b) by virtue of subsection (5) or (6) of section 55 a date later than the effective date of termination as defined in subsection (4) of that section is to be treated as the effective date of termination for the purposes of certain of the unfair dismissal provisions ; and
- (c) before that later date the employer or the employee dies ;
- subsection (5) or, as the case may be, (6) shall have effect as if the notice referred to in that section as required by section 49 would have expired on the date of the death.”.
- 29 In paragraph 11(1) of Schedule 13 to the 1978 Act (deemed continuity of employment where a later date is treated as the effective date of termination) after the words " 55(5)" there shall be inserted the words " or, as the case may be, (6) ".
- 30 (1) Schedule 14 to the 1978 Act (calculation of normal working hours and a week's pay) shall be amended as follows.
- (2) In paragraph 7(1) (the calculation date)—
- (a) in paragraph (h), after the words " 55(5)" there shall be inserted the words " or, as the case may be, (6) "; and
- (b) in paragraph (i), for the words " section 55(5) does not apply " there shall be substituted the words " neither subsection (5) nor subsection (6) of section 55 applies ".

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

- (3) In paragraph 8(3) (maximum amount of week's pay for certain purposes) after the words " 55(5)" there shall be inserted the words " or, as the case may be, (6) ".

Crown Agents Act 1979 (c.43)

- 31 In paragraph 15 of Schedule 1 to the Crown Agents Act 1979 (duty of Crown Agents to take steps to establish and maintain machinery for, amongst other things, the resolution of trade disputes), in sub-paragraph (2)(b) (in which " trade dispute" is defined by reference to the 1974 Act) for the words " within the meaning of the Trade Union and Labour Relations Act 1974 " there shall be substituted the words " within the meaning of the Employment Protection Act 1975 ".

SCHEDULE 4

Section 21.

REPEALS

Chapter	Short Title	Extent of Repeal
1974 c. 52.	The Trade Union and Labour Relations Act 1974.	In section 2(1)(c), the words " subject to section 14 below". In section 3(2)(c), the words " subject to section 14 below". Section 13(2). Section 14. In section 17(2), the words " 14(2)". In Schedule 3, paragraph 17.
1975 c. 71.	The Employment Protection Act 1975.	Section 119(17). In section 126(1), in the list of expressions which have the same meaning as in the 1974 Act, the words " trade dispute ", " In Schedule 16, in Part IV, paragraph 3(3).
1978 c. 44.	The Employment Protection (Consolidation) Act 1978.	Section 3. In section 4(4)(b), the words from " in accordance with " to " Schedule 13". In section 5, the proviso. Section 7.

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

Chapter	Short Title	Extent of Repeal
<p>1978 c. 44.</p>	<p>The Employment Protection (Consolidation) Act 1978.</p>	<p>In section 62(4), the word "trade".</p> <p>Section 71(3)(a).</p> <p>Section 73(1)(b) and (7).</p> <p>In section 73(3)(a) and (b), the words "which consists wholly of weeks".</p> <p>In section 73(7B), the words from "other" to "subsection (7)".</p> <p>Section 76B.</p> <p>Section 76C.</p> <p>In section 77(10), the definition of "appropriate time".</p> <p>In section 81(4), the words from "excluding any week" onwards.</p> <p>In section 100(2), the words "Without prejudice to section 146(1),".</p> <p>Section 143.</p> <p>Section 146(1).</p> <p>Section 147.</p> <p>In section 149(1)(c), the words "143(3) and (4)" and "(1) and".</p> <p>In section 149(2), the reference to section 7 and the words from "and paragraph (c)" to the end.</p> <p>In section 153(1), the definition of "inadmissible reason".</p> <p>In Schedule 2, in paragraph 4(3), the words ", 146(1)".</p> <p>In Schedule 4, in paragraph 2(a) and (b), the words from "which consists" to "Schedule 13" and paragraph 7.</p> <p>In Schedule 13, paragraph 13.</p>

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

Chapter	Short Title	Extent of Repeal
1980 c. 42.	The Employment Act 1980.	In Schedule 16, paragraph 23 (9). Section 7. Section 10. Section 15(4). Section 18. In Schedule 1, paragraphs 12 and 14.