



Employment Act 1990

1990 CHAPTER 38

Access to employment

F1

Textual Amendments

F1 Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992](#) (c. 52, SIF 43:5), ss. 300, 302, [Sch.1](#) (with [Sch. 3](#))

F2

Textual Amendments

F2 Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992](#) (c. 52, SIF 43:5), ss. 300, 302, [Sch.1](#) (with [Sch. 3](#))

F3

Textual Amendments

F3 Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992](#) (c. 52, SIF 43:5), ss. 300, 302, [Sch.1](#) (with [Sch. 3](#))

Industrial action and ballots

F4

Status: Point in time view as at 22/08/1996. This version of this Act contains provisions that are not valid for this point in time.

Changes to legislation: There are currently no known outstanding effects for the Employment Act 1990. (See end of Document for details)

Textual Amendments

F4 Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)

F5

Textual Amendments

F5 Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)

F6

Textual Amendments

F6 Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)

F7

Textual Amendments

F7 Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)

F8

Textual Amendments

F8 Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)

F9

Textual Amendments

F9 Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)

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The Commissioner for the Rights of Trade Union Members

F1010

Textual Amendments

F10 Ss. 1-12 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52, SIF 43:5), ss. 300, 302, **Sch.1** (with Sch. 3)

F1111

Textual Amendments

F11 Ss. 1-12 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52, SIF 43:5), ss. 300, 302, **Sch.1** (with Sch. 3)

Miscellaneous

F1212

Textual Amendments

F12 Ss. 1-12 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52, SIF 43:5), ss. 300, 302, **Sch.1** (with Sch. 3)

13 Merger of Redundancy Fund with National Insurance Fund, &c.

F13(1)

F13(2)

(3) References to the Redundancy Fund in subordinate legislation (within the meaning of the ^{M1}Interpretation Act 1978) shall be construed as references to the National Insurance Fund.

F13(4)

Textual Amendments

F13 S. 13(1)(2)(4) repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

Marginal Citations

M1 1978 c. 30.

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14 Period during which children may be employed for work experience.

In section 1 of the ^{M2}Education (Work Experience) Act 1973 (work experience in the last year of compulsory schooling), in subsection (4) for the words from “a child is in his last year of compulsory schooling” to the end substitute “a child shall be taken to be in his last year of compulsory schooling from the beginning of the term at his school which precedes the beginning of the school year in which by virtue of section 9 of the Education Act 1962 he would be entitled to leave school.”.

Marginal Citations

M2 1973 c. 23.

General

15 Financial provision.

There shall be paid out of money provided by Parliament any increase attributable to this Act in the sums so payable under any other Act.

^{F14}**16**

Textual Amendments

F14 S. 16 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

VALID FROM 22/08/1998

17 Northern Ireland.

^{F15}(1)

(2) ^{F16} . . . the provisions of this Act do not extend to Northern Ireland.

Textual Amendments

F15 S. 17(1) repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

F16 Words in s. 17(2) repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

18 Short title and commencement.

(1) This Act may be cited as the Employment Act 1990.

(2) The following provisions of this Act come into force on Royal Assent—

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section 14 (period during which children may be employed for work experience),
and

sections 15 and 17 and this section (general ancillary provisions).

(3) The other provisions of this Act come into force on such day as the Secretary of State may appoint by order made by statutory instrument and different days may be appointed for different provisions.

(4) An order bringing into force any provision may contain such transitional provisions and savings as appear to the Secretary of State to be appropriate.

Subordinate Legislation Made

P1 [S. 18\(3\)\(4\)](#) power of appointment exercised: [S.I. 1990/2378](#), 1991/89, art. 2.

P2 [S. 18\(4\)](#) power exercised by [S.I. 1991/89](#)

Textual Amendments

F17 In s. 18(1) the paragraphs relating to sections 11 and 12 are expressed to be repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act (c. 52, SIF 43:5), ss. 300, 302, Sch.1 (with Sch. 3)

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Changes to legislation:

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