



# 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**F1** Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992](#) (c. 52, SIF 43:5), ss. 300, 302, [Sch.1](#) (with [Sch. 3](#))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**F2** Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992](#) (c. 52, SIF 43:5), ss. 300, 302, [Sch.1](#) (with [Sch. 3](#))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**F3** Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992](#) (c. 52, SIF 43:5), ss. 300, 302, [Sch.1](#) (with [Sch. 3](#))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*Status: Point in time view as at 22/08/1998.*  
*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**F4** Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)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**F5** Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)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**F6** Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)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**F7** Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)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**F8** Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)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**F9** Ss. 1-12 repealed (16.10.1992) by [Trade Union and Labour Relations \(Consolidation\) Act 1992 \(c. 52, SIF 43:5\)](#), ss. 300, 302, [Sch.1](#) (with Sch. 3)

---

*Status: Point in time view as at 22/08/1998.*  
*Changes to legislation: There are currently no known outstanding effects for the Employment Act 1990. (See end of Document for details)*

---

*The Commissioner for the Rights of Trade Union Members*

**F10**10 .....

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**F10** Ss. 1-12 repealed (16.10.1992) by Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52, SIF 43:5), ss. 300, 302, **Sch.1** (with Sch. 3)

**F11**11 .....

**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*

**F12**12 .....

**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 <sup>M1</sup>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.

**F14**14 .....

*Status: Point in time view as at 22/08/1998.*  
*Changes to legislation: There are currently no known outstanding effects for the Employment Act 1990. (See end of Document for details)*

**Textual Amendments**  
**F14** S. 14 repealed (1.11.1996) by 1996 c. 56, ss. 582(2), 583(2), **Sch. 3 Pt. I** (with ss. 1(4), 561, 562, Sch. 39)

*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.

<sup>F15</sup>**16** .....

**Textual Amendments**  
**F15** S. 16 repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)

**17 Northern Ireland.**

<sup>F16</sup>(1) .....

(2) <sup>F17</sup> . . . the provisions of this Act do not extend to Northern Ireland.

**Textual Amendments**  
**F16** S. 17(1) repealed (22.8.1996) by 1996 c. 18, ss. 242, 243, **Sch. 3 Pt. I** (with ss. 191-195, 202)  
**F17** 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—

<sup>F18</sup> . . .

<sup>F18</sup> . . .

<sup>F19</sup> . . ., 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.

---

**Status:** Point in time view as at 22/08/1998.

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

---

---

#### **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**

- F18** 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)
- F19** Words in s. 18(2) repealed (1.11.1996) by 1996 c. 56, ss. 582(2), 583(2), **Sch. 38 Pt. I** (with ss. 1(4), 561, 562, Sch. 39)

**Status:**

Point in time view as at 22/08/1998.

**Changes to legislation:**

There are currently no known outstanding effects for the Employment Act 1990.