



Employment Rights Act 1996

CHAPTER 18

EMPLOYMENT RIGHTS ACT 1996

PART I

EMPLOYMENT PARTICULARS

Right to statements of employment particulars

- 1 Statement of initial employment particulars.
- 2 Statement of initial particulars: supplementary.
- 3 Note about disciplinary procedures and pensions.
- 4 Statement of changes.
- 5 Exclusion from rights to statements.
- 6 Reasonably accessible document or collective agreement.
- 7 Power to require particulars of further matters.
- 7A Use of alternative documents to give particulars
- 7B Giving of alternative documents before start of employment

Right to itemised pay statement

- 8 Itemised pay statement.
- 9 Standing statement of fixed deductions.
- 10 Power to amend provisions about pay and standing statements.

Enforcement

- 11 References to employment tribunals.
- 12 Determination of references.

PART II

PROTECTION OF WAGES

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Deductions by employer

- 13 Right not to suffer unauthorised deductions.
- 14 Excepted deductions.

Payments to employer

- 15 Right not to have to make payments to employer.
- 16 Excepted payments.

Cash shortages and stock deficiencies in retail employment

- 17 Introductory.
- 18 Limits on amount and time of deductions.
- 19 Wages determined by reference to shortages etc.
- 20 Limits on method and timing of payments.
- 21 Limit on amount of payments.
- 22 Final instalments of wages.

Enforcement

- 23 Complaints to employment tribunals.
- 24 Determination of complaints.
- 25 Determinations: supplementary.
- 26 Complaints and other remedies.

Supplementary

- 27 Meaning of “wages” etc.

PART 2A

ZERO HOURS WORKERS

- 27A Exclusivity terms unenforceable in zero hours contracts
- 27B Power to make further provision in relation to zero hours workers

PART 2B

TIPS, GRATUITIES AND SERVICE CHARGES

Requirement to deal with tips, gratuities and service charges

- 27C Qualifying tips, gratuities and service charges
- 27D How tips etc must be dealt with
- 27E Non-public places of business
- 27F Independent trons
- 27G When tips etc must be dealt with
- 27H Agency workers

Information

- 27I Written policy
- 27J Records

Enforcement

- 27K Complaints to employment tribunal about tips etc
- 27L Determination of complaints about tips etc

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- 27M Compensation: dealing with tips etc
- 27N Complaints to employment tribunal about information
- 27O Determination of complaints about information

Code of practice about tips etc

- 27P Issue of code of practice
- 27Q Procedure for issue of code of practice
- 27R Consequential revision of code of practice
- 27S Revocation of code of practice
- 27T Failure to comply with code of practice

General

- 27U No restitution claims by employer
- 27V Relationship with contractual rights
- 27W Restrictions on contracting out of this Part
- 27X Interpretation
- 27Y Application

PART III

GUARANTEE PAYMENTS

- 28 Right to guarantee payment.
- 29 Exclusions from right to guarantee payment.
- 30 Calculation of guarantee payment.
- 31 Limits on amount of and entitlement to guarantee payment.
- 32 Contractual remuneration.
- 33 Power to modify provisions about guarantee payments.
- 34 Complaints to employment tribunals.
- 35 Exemption orders.

PART IV

SUNDAY WORKING FOR SHOP AND BETTING WORKERS

Protected shop workers and betting workers

- 36 Protected shop workers and betting workers.
- 37 Contractual requirements relating to Sunday work.
- 38 Contracts with guaranteed hours.
- 39 Reduction of pay etc.

Opting-out of Sunday work

- 40 Notice of objection to Sunday working.
- 41 Opted-out shop workers and betting workers.
- 41A Notice of objection by shop workers to working additional hours on Sunday
- 41B Explanatory statement: persons who become shop workers
- 41C Explanatory statement: shop workers at commencement date
- 41D Failure to give explanatory statement under section 41B or 41C
- 42 Explanatory statement : betting workers.
- 43 Contractual requirements relating to Sunday work : opting-out notices.
- 43ZA Contractual requirements relating to working additional hours on Sundays: objection notices

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43ZB Interpretation

PART IVA

PROTECTED DISCLOSURES

- 43A Meaning of “protected disclosure”.
- 43B Disclosures qualifying for protection.
- 43C Disclosure to employer or other responsible person.
- 43D Disclosure to legal adviser.
- 43E Disclosure to Minister of the Crown.
- 43F Disclosure to prescribed person.
- 43FA Prescribed persons: duty to report on disclosures of information
- 43G Disclosure in other cases.
- 43H Disclosure of exceptionally serious failure.
- 43J Contractual duties of confidentiality.
- 43K Extension of meaning of “worker” etc. for Part IVA.
- 43KA Application of this Part and related provisions to police
- 43L Other interpretative provisions.

PART V

PROTECTION FROM SUFFERING DETRIMENT IN EMPLOYMENT

Rights not to suffer detriment

- 43M Jury service
 - 44 Health and safety cases.
 - 45 Sunday working for shop and betting workers.
- 45ZA Sunday working for shop workers: additional hours
- 45A Working time cases.
 - 46 Trustees of occupational pension schemes.
 - 47 Employee representatives.
- 47A Employees exercising right to time off work for study or training.
- 47B Protected disclosures.
- 47C Leave for family and domestic reasons.
- 47D Tax credits
- 47E Flexible working
- 47F Study and training
- 47G Employee shareholder status

Enforcement

- 48 Complaints to employment tribunals.
- 49 Remedies.

Application to police of rights relating to health and safety

- 49A Application to police of section 44 and related provisions.

PART 5A

PROTECTION FOR APPLICANTS FOR EMPLOYMENT ETC IN THE HEALTH SERVICE

- 49B Regulations prohibiting discrimination because of protected disclosure

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PART 5B

REDUNDANCY DURING A PROTECTED PERIOD OF PREGNANCY

49D Redundancy during a protected period of pregnancy

PART VI

TIME OFF WORK

Public duties

50 Right to time off for public duties.
51 Complaints to employment tribunals.

Looking for work and making arrangements for training

52 Right to time off to look for work or arrange training.
53 Right to remuneration for time off under section 52.
54 Complaints to employment tribunals.

Ante-natal care

55 Right to time off for ante-natal care.
56 Right to remuneration for time off under section 55.
57 Complaints to employment tribunals.

Ante-natal care: agency workers

57ZA Right to time off for ante-natal care (agency workers)
57ZB Right to remuneration for time off under section 57ZA
57ZC Complaint to employment tribunal: agency workers
57ZD Agency workers: supplementary

Accompanying to ante-natal appointments

57ZE Right to time off to accompany to ante-natal appointment
57ZF Complaint to employment tribunal

Accompanying to ante-natal appointments: agency workers

57ZG Right to time off to accompany to ante-natal appointment: agency workers
57ZH Complaint to employment tribunal: agency workers
57ZI Agency workers: supplementary

Adoption appointments

57ZJ Right to paid time off to attend adoption appointments
57ZK Right to remuneration for time off under section 57ZJ
57ZL Right to unpaid time off to attend adoption appointments
57ZM Complaint to employment tribunal

Adoption appointments: agency workers

57ZN Right to paid time off to attend adoption appointments: agency workers
57ZO Right to remuneration for time off under section 57ZN
57ZP Right to unpaid time off to attend adoption meetings: agency workers

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- 57ZQ Complaint to employment tribunal: agency workers
- 57ZR Agency workers: supplementary
- 57ZS Placement of looked after children with prospective adopters

Dependants

- 57A Time off for dependants.
- 57B Complaint to employment tribunal.

Occupational pension scheme trustees

- 58 Right to time off for pension scheme trustees.
- 59 Right to payment for time off under section 58.
- 60 Complaints to employment tribunals.

Employee representatives

- 61 Right to time off for employee representatives.
- 62 Right to remuneration for time off under section 61.
- 63 Complaints to employment tribunals.
- 63A Right to time off for young person in Wales or Scotland for study or training.
- 63B Right to remuneration for time off under section 63A.
- 63C Complaints to employment tribunals.

PART 6A

STUDY AND TRAINING

- 63D Statutory right to make request in relation to study or training
- 63E Section 63D application: supplementary
- 63F Employer's duties in relation to application
- 63G Regulations about dealing with applications
- 63H Employee's duties in relation to agreed study or training
- 63I Complaints to employment tribunals
- 63J Remedies
- 63K Supplementary

PART VII

SUSPENSION FROM WORK

Suspension on medical grounds

- 64 Right to remuneration on suspension on medical grounds.
- 65 Exclusions from right to remuneration.

Suspension on maternity grounds

- 66 Meaning of suspension on maternity grounds.
- 67 Right to offer of alternative work.
- 68 Right to remuneration.

Ending the supply of an agency worker on maternity grounds

- 68A Meaning of ending the supply of an agency worker on maternity grounds
- 68B Right to offer of alternative work

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- 68C Right to remuneration
- 68D Agency workers: supplementary

General

- 69 Calculation of remuneration.
- 69A Calculation of remuneration (agency workers)
- 70 Complaints to employment tribunals.
- 70A Complaints to employment tribunals: agency workers

PART VIII

CHAPTER I

MATERNITY LEAVE

- 71 (1) An employee may, provided that she satisfies any conditions...
- 72 Compulsory maternity leave.
- 73 Additional maternity leave.
- 74 Redundancy and dismissal.
- 75 Sections 71 to 73: supplemental.

CHAPTER 1A

ADOPTION LEAVE

- 75A Ordinary adoption leave
- 75B Additional adoption leave
- 75C Redundancy and dismissal
- 75D Chapter 1A: supplemental

CHAPTER 1B

SHARED PARENTAL LEAVE

- 75E Entitlement to shared parental leave: birth
- 75F Entitlement to leave under section 75E: further provision
- 75G Entitlement to shared parental leave: adoption
- 75H Entitlement to leave under section 75G: further provision
- 75I Rights during and after shared parental leave
- 75J Redundancy and dismissal
- 75K Chapter 1B: supplemental

CHAPTER II

PARENTAL LEAVE

- 76 Entitlement to parental leave.
- 77 Rights during and after parental leave.
- 78 Special cases.
- 79 Supplemental.
- 80 Complaint to employment tribunal.

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CHAPTER 3

PATERNITY LEAVE

- 80A Entitlement to ... paternity leave: birth
- 80AA Entitlement to additional paternity leave: birth
- 80B Entitlement to ... paternity leave: adoption
- 80BB Entitlement to additional paternity leave: adoption
- 80C Rights during and after paternity leave
- 80D Special cases
- 80E Chapter 3: supplemental

CHAPTER 4

PARENTAL BEREAVEMENT LEAVE

- 80EA Parental bereavement leave
- 80EB Rights during and after bereavement leave
- 80EC Special cases
- 80ED Chapter 4: supplemental
- 80EE Application in relation to stillbirths

PART 8A

FLEXIBLE WORKING

- 80F Statutory right to request contract variation
- 80G Employer's duties in relation to application under section 80F
- 80H Complaints to employment tribunals
- 80I Remedies

PART 8B

CARER'S LEAVE

- 80J Carer's leave
- 80K Rights during and after carer's leave
- 80L Special cases
- 80M Part 8B: supplemental
- 80N Complaint to employment tribunal

PART IX

TERMINATION OF EMPLOYMENT

Minimum period of notice

- 86 Rights of employer and employee to minimum notice.
- 87 Rights of employee in period of notice.
- 88 Employments with normal working hours.
- 89 Employments without normal working hours.
- 90 Short-term incapacity benefit , contributory employment and support allowance and industrial injury benefit.
- 91 Supplementary.

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Written statement of reasons for dismissal

- 92 Right to written statement of reasons for dismissal.
- 93 Complaints to employment tribunal.

PART X

UNFAIR DISMISSAL

CHAPTER I

RIGHT NOT TO BE UNFAIRLY DISMISSED

The right

- 94 The right.

Dismissal

- 95 Circumstances in which an employee is dismissed.
- 96 Unfair dismissal
- 97 Effective date of termination.

Fairness

- 98 General.

Retirement

- 98ZA No normal retirement age: dismissal before 65
- 98ZB No normal retirement age: dismissal at or after 65
- 98ZC Normal retirement age: dismissal before retirement age
- 98ZD Normal retirement age 65 or higher: dismissal at or after retirement age
- 98ZE Normal retirement age below 65: dismissal at or after retirement age
- 98ZF Reason for dismissal: particular matters
- 98ZG Retirement dismissals: fairness
- 98ZH Interpretation

Other dismissals

- 98A Procedural fairness
- 98B Jury service
- 99 Leave for family reasons.
- 100 Health and safety cases.
- 101 Shop workers and betting workers who refuse Sunday work.
- 101ZA Shop workers who refuse to work additional hours on Sunday
- 101A Working time cases.
- 102 Trustees of occupational pension schemes.
- 103 Employee representatives.
- 103A Protected disclosure.
- 104 Assertion of statutory right.
- 104A The national minimum wage.
- 104B Tax credits
- 104C Flexible working
- 104D Pension enrolment
- 104E Study and training
- 104F Blacklists

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- 104G Employee shareholder status
- 105 Redundancy.
- 106 Replacements.
- 107 Pressure on employer to dismiss unfairly.

Exclusion of right

- 108 Qualifying period of employment.
- 109 Upper age limit.
- 110 Dismissal procedures agreements.

CHAPTER II

REMEDIES FOR UNFAIR DISMISSAL

Introductory

- 111 Complaints to employment tribunal.
- 111A Confidentiality of negotiations before termination of employment
- 112 The remedies: orders and compensation.

Orders for reinstatement or re-engagement

- 113 The orders.
- 114 Order for reinstatement.
- 115 Order for re-engagement.
- 116 Choice of order and its terms.
- 117 Enforcement of order and compensation.

Compensation

- 118 General.
- 119 Basic award.
- 120 Basic award: minimum in certain cases.
- 121 Basic award of two weeks' pay in certain cases.
- 122 Basic award: reductions.
- 123 Compensatory award.
- 124 Limit of compensatory award etc.
- 124A Adjustments under the Employment Act 2002
- 125 Unfair dismissal
- 126 Acts which are both unfair dismissal and discrimination.
- 127 Unfair dismissal
- 127A Internal appeal procedures.
- 127B Unfair dismissal

Interim relief

- 128 Interim relief pending determination of complaint.
- 129 Procedure on hearing of application and making of order.
- 130 Order for continuation of contract of employment.
- 131 Application for variation or revocation of order.
- 132 Consequence of failure to comply with order.

CHAPTER III

SUPPLEMENTARY

- 133 Death of employer or employee.
- 134 Teachers in aided schools.
- 134A Application to police.

PART XI

REDUNDANCY PAYMENTS ETC.

CHAPTER I

RIGHT TO REDUNDANCY PAYMENT

- 135 The right.

CHAPTER II

RIGHT ON DISMISSAL BY REASON OF REDUNDANCY

Dismissal by reason of redundancy

- 136 Circumstances in which an employee is dismissed.
- 137
- 138 No dismissal in cases of renewal of contract or re-engagement.
- 139 Redundancy.

Exclusions

- 140 Summary dismissal.
- 141 Renewal of contract or re-engagement.
- 142 Employee anticipating expiry of employer's notice.
- 143 Strike during currency of employer's notice.
- 144 Provisions supplementary to section 143.

Supplementary

- 145 The relevant date.
- 146 Provisions supplementing sections 138 and 141.

CHAPTER III

RIGHT BY REASON OF LAY-OFF OR SHORT-TIME

Lay-off and short-time

- 147 Meaning of "lay-off" and "short-time".
- 148 Eligibility by reason of lay-off or short-time.

Exclusions

- 149 Counter-notices.
- 150 Resignation.
- 151 Dismissal.

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152 Likelihood of full employment.

Supplementary

153 The relevant date.

154 Provisions supplementing sections 148 and 152.

CHAPTER IV

GENERAL EXCLUSIONS FROM RIGHT

155 Qualifying period of employment.

156 Upper age limit.

157 Exemption orders.

158 Pension rights.

159 Public offices etc.

160 Overseas government employment.

161 Domestic servants.

CHAPTER V

OTHER PROVISIONS ABOUT REDUNDANCY PAYMENTS

162 Amount of a redundancy payment.

163 References to employment tribunals.

164 Claims for redundancy payment.

165 Written particulars of redundancy payment.

CHAPTER VI

PAYMENTS BY SECRETARY OF STATE

166 Applications for payments.

167 Making of payments.

168 Amount of payments.

169 Information relating to applications for payments.

170 References to employment tribunals.

CHAPTER VII

SUPPLEMENTARY

Application of Part to particular cases

171 Employment not under contract of employment.

172 Termination of employment by statute.

173 Employees paid by person other than employer.

Death of employer or employee

174 Death of employer: dismissal.

175 Death of employer: lay-off and short-time.

176 Death of employee.

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Equivalent payments

- 177 References to employment tribunals.

Other supplementary provisions

- 178 Old statutory compensation schemes.
179 Notices.
180 Offences.
181 Interpretation.

PART XII

INSOLVENCY OF EMPLOYERS

- 182 Employee's rights on insolvency of employer.
183 Insolvency.
184 Debts to which Part applies.
185 The appropriate date.
186 Limit on amount payable under section 182.
187 Role of relevant officer.
188 Complaints to employment tribunals.
189 Transfer to Secretary of State of rights and remedies.
190 Power to obtain information.

PART XIII

MISCELLANEOUS

CHAPTER I

PARTICULAR TYPES OF EMPLOYMENT

Crown employment etc.

- 191 Crown employment.
192 Armed forces.
193 National security.

Parliamentary staff

- 194 House of Lords staff.
195 House of Commons staff.

Excluded classes of employment

- 196 Miscellaneous
197 Fixed-term contracts.
198 Short-term employment.
199 Mariners.
200 Police officers.

Offshore employment

- 201 Power to extend employment legislation to offshore employment.

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CHAPTER II

OTHER MISCELLANEOUS MATTERS

Restrictions on disclosure of information

202 National security.

Contracting out etc. and remedies

203 Restrictions on contracting out.

204 Law governing employment.

205 Remedy for infringement of certain rights.

Employee shareholder status

205A Employee shareholders

General provisions about death of employer or employee

206 Institution or continuance of tribunal proceedings.

207 Rights and liabilities accruing after death.

Mediation in certain cross-border dispute

207A Extension of time limits because of mediation in certain cross-border disputes

207B Extension of time limits to facilitate conciliation before institution of proceedings

Modifications of Act

208 Miscellaneous

209 Powers to amend Act.

PART XIV

INTERPRETATION

CHAPTER I

CONTINUOUS EMPLOYMENT

210 Introductory.

211 Period of continuous employment.

212 Weeks counting in computing period.

213 Intervals in employment.

214 Special provisions for redundancy payments.

215 Employment abroad etc.

216 Industrial disputes.

217 Reinstatement after military service.

218 Change of employer.

219 Reinstatement or re-engagement of dismissed employee.

CHAPTER II

A WEEK'S PAY

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Introductory

220 Introductory.

Employments with normal working hours

221 General.

222 Remuneration varying according to time of work.

223 Supplementary.

Employments with no normal working hours

224 Employments with no normal working hours.

The calculation date

225 Rights during employment.

226 Rights on termination.

Maximum amount of week's pay

227 Maximum amount.

Miscellaneous

228 New employments and other special cases.

229 Supplementary.

CHAPTER III

OTHER INTERPRETATION PROVISIONS

230 Employees, workers etc.

231 Associated employers.

232 Shop workers.

233 Betting workers

234 Normal working hours.

235 Other definitions.

PART XV

GENERAL AND SUPPLEMENTARY

General

236 Orders and regulations.

237 Financial provisions.

Reciprocal arrangements

238 Reciprocal arrangements with Northern Ireland.

239 Reciprocal arrangements with Isle of Man.

Final provisions

240 Consequential amendments.

241 Transitionals, savings and transitory provisions.

242 Repeals and revocations.

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- 243 Commencement.
- 244 Extent.
- 245 Short title.

SCHEDULES

SCHEDULE 1 — Consequential amendments

- 1 (1) Section 1 of the Equal Pay Act 1970 is...

The Atomic Energy Authority Act 1971 (c.11)

- 2 (1) Section 10 of the Atomic Energy Authority Act 1971...

The Attachment of Earnings Act 1971 (c.32)

- 3 Paragraph 3 of Part I of Schedule 3 to the...

The British Library Act 1972 (c.54)

- 4 In paragraph 13(3)(a) of the Schedule to the British Library...

The Health and Safety at Work etc. Act 1974 (c.37)

- 5 In section 80(2A) of the Health and Safety at Work...

The Sex Discrimination Act 1975 (c.65)

- 6 (1) The Sex Discrimination Act 1975 is amended as follows....

The Scottish Development Agency Act 1975 (c.69)

- 7 In paragraph 6 of Schedule 3 to the Scottish Development...

The Welsh Development Agency Act 1975 (c.70)

- 8 In paragraph 7 of Schedule 2 to the Welsh Development...

The Lotteries and Amusements Act 1976 (c.32)

- 9 In section 23(1) of the Lotteries and Amusements Act 1976,...

The Race Relations Act 1976 (c.74)

- 10 (1) The Race Relations Act 1976 is amended as follows....

The Development of Rural Wales Act 1976 (c.75)

- 11

The New Towns (Scotland) Act 1977 (c.16)

- 12 In section 3(6) of the New Towns (Scotland) Act 1977,...

The National Health Service (Scotland) Act 1978 (c.29)

- 13 In section 12C(3) of the National Health Service (Scotland) Act...

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The House of Commons (Administration) Act 1978 (c.36)

14 In paragraph 1 of Schedule 2 to the House of...

The New Towns Act 1981 (c.64)

15 In section 54(5) of the New Towns Act 1981, for...

The Wildlife and Countryside Act 1981 (c.69)

16 In paragraph 8(4) of Schedule 13 to the Wildlife and...

The Hops Marketing Act 1982 (c.5)

17 In section 2(7) of the Hops Marketing Act 1982, for...

The Oil and Gas (Enterprise) Act 1982 (c.23)

18

The Local Government Finance Act 1982 (c.32)

19

The Administration of Justice Act 1982 (c.53)

20 In section 10(d) of the Administration of Justice Act 1982—...

The Health and Social Services and Social Security Adjudications Act 1983 (c.41)

21 In paragraph 23 of Part II of Schedule 3 to...

The National Audit Act 1983 (c.44)

22

The National Heritage Act 1983 (c.47)

23 In— (a) paragraph 5(5) of Part I of Schedule 1,...

The National Heritage (Scotland) Act 1985 (c.16)

24 In— (a) paragraph 5(5) of Part I, and

The Prosecution of Offences Act 1985 (c.23)

25 (1) The Prosecution of Offences Act 1985 is amended as...

The Local Government Act 1985 (c.51)

26 (1) The Local Government Act 1985 is amended as follows....

The Trustee Savings Banks Act 1985 (c.58)

27 In section 3(7) of the Trustee Savings Banks Act 1985,...

The Housing (Consequential Provisions) Act 1985 (c.71)

28 In paragraph 7(2)(b) of Schedule 4 to the Housing (Consequential...

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The Insolvency Act 1986 (c.45)

29 In paragraph 13 of Schedule 6 to the Insolvency Act...

The Legal Aid (Scotland) Act 1986 (c.47)

30 In paragraph 10(1) of Schedule 1 to the Legal Aid...

The Debtors (Scotland) Act 1987 (c.18)

31 In section 73(3)(g) of the Debtors (Scotland) Act 1987, for...

The Pilotage Act 1987 (c.21)

32 In section 25(6) of the Pilotage Act 1987, for “Schedule...

The Housing (Scotland) Act 1987 (c.26)

33 In paragraph 10(2)(b) of Schedule 22 to the Housing (Scotland)...

The Consumer Protection Act 1987 (c.43)

34 In section 22(5) of the Consumer Protection Act 1987, for...

The Income and Corporation Taxes Act 1988 (c.1)

35 (1) The Income and Corporation Taxes Act 1988 is amended...

The Legal Aid Act 1988 (c.34)

36

The Education Reform Act 1988 (c.40)

37 (1) The Education Reform Act 1988 is amended as follows....

The Local Government Finance Act 1988 (c.41)

38 In paragraph 6(4) of Schedule 11 to the Local Government...

The Housing (Scotland) Act 1988 (c.43)

39 In paragraph 12(1) of Schedule 1 to the Housing (Scotland)...

The Health and Medicines Act 1988 (c.49)

40 In section 18 of the Health and Medicines Act 1988,...

The Housing Act 1988 (c.50)

41

The Dock Work Act 1989 (c.13)

42 In section 6(3) of the Dock Work Act 1989—

The Electricity Act 1989 (c.29)

43 (1) The Electricity Act 1989 is amended as follows.

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The Local Government and Housing Act 1989 (c.42)

44 In section 10 of the Local Government and Housing Act...

The National Health Service and Community Care Act 1990 (c.19)

45 (1) The National Health Service and Community Care Act 1990...

The Enterprise and New Towns (Scotland) Act 1990 (c.35)

46 In paragraph 17(1) of Schedule 1 to the Enterprise and...

The Environmental Protection Act 1990 (c.43)

47 In paragraph 15 of Schedule 10 to the Environmental Protection...

The Natural Heritage (Scotland) Act 1991 (c.28)

48 In paragraph 4 of Schedule 4 to the Natural Heritage...

The Coal Mining Subsidence Act 1991 (c.45)

49 In section 30(7) of the Coal Mining Subsidence Act 1991—...

The Ports Act 1991 (c.52)

50 In section 24(8) of the Ports Act 1991, for the...

The Social Security Contributions and Benefits Act 1992 (c.4)

51 (1) The Social Security Contributions and Benefits Act 1992 is...

The Further and Higher Education Act 1992 (c.13)

52 (1) The Further and Higher Education Act 1992 is amended...

The Timeshare Act 1992 (c.35)

53 In section 1 of the Timeshare Act 1992—

The Further and Higher Education (Scotland) Act 1992 (c.37)

54 In section 33(3)(b) of the Further and Higher Education (Scotland)...

The Museums and Galleries Act 1992 (c.44)

55 In section 1(7) of the Museums and Galleries Act 1992,...

The Trade Union and Labour Relations (Consolidation) Act 1992 (c.52)

56 (1) The Trade Union and Labour Relations (Consolidation) Act 1992...

The Tribunals and Inquiries Act 1992 (c.53)

57 In section 11(2) of the Tribunals and Inquiries Act 1992,...

The Social Security Act 1993 (c.3)

58 In section 2(4)(b) of the Social Security Act 1993, for...

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The Education Act 1993 (c.35)

59

The Railways Act 1993 (c.43)

60 (1) The Railways Act 1993 is amended as follows.

The Pension Schemes Act 1993 (c.48)

61 (1) The Pension Schemes Act 1993 is amended as follows....

The Finance Act 1994 (c.9)

62 In paragraph 27 of Schedule 24 to the Finance Act...

The Local Government (Wales) Act 1994 (c.19)

63 (1) The Local Government (Wales) Act 1994 is amended as...

The Coal Industry Act 1994 (c.21)

64 In paragraph 4(11) of Schedule 5 to the Coal Industry...

The Criminal Justice and Public Order Act 1994 (c.33)

65 In section 126(2) of the Criminal Justice and Public Order...

The Local Government etc. (Scotland) Act 1994 (c.39)

66 (1) The Local Government etc. (Scotland) Act 1994 is amended...

The Jobseekers Act 1995 (c.18)

67 (1) The Jobseekers Act 1995 is amended as follows.

The Environment Act 1995 (c.25)

68 In paragraph 3 of Schedule 2 to the Environment Act...

The Disability Discrimination Act 1995 (c.50)

69 (1) The Disability Discrimination Act 1995 is amended as follows....

SCHEDULE 2 — Transitional provisions, savings and transitory provisions

Part I — TRANSITIONAL PROVISIONS AND SAVINGS

General transitionals and savings

- 1 The substitution of this Act for the provisions repealed or...
- 2 (1) Anything done, or having effect as done, (including the...
- 3 Any reference (express or implied) in this Act or any...
- 4 (1) Any reference (express or implied) in any enactment, or...
- 5 Paragraphs 1 to 4 have effect in place of section...

Preservation of old transitionals and savings

- 6 (1) The repeal by this Act of an enactment previously...

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Employment particulars for pre-TURERA employees

- 7 (1) In this paragraph “pre-TURERA employee” means an employee whose...

Employment particulars for pre-6 April 2020 employees

- 7A (1) In this paragraph an “existing employee” means an employee...

Request for employment particulars by pre-6 April 2020 employee or pre- TURERA employee

- 7B (1) Where an existing employee (as defined in paragraph 7A(1))...

Monetary limits in old cases

- 8 In relation to any case in which (but for this...

Shop workers and betting workers to whom old maternity provisions applied

- 9 (1) This paragraph applies where an employee exercised a right...

Validity of provisions deriving from certain regulations

- 10 Any question as to the validity of any of sections...

Unfair dismissal

- 11 Part X does not apply to a dismissal from employment...

Redundancy payments

- 12 (1) Section 135 does not apply to an employee who...

Periods of employment

- 13 (1) The reference in section 215(2)(b) to a person being...
14 (1) Subject to paragraph 13 and sub-paragraphs (2) and (3)...

Part II — TRANSITORY PROVISIONS

Occupational pension scheme trustees

- 15 (1) If sections 42 to 46 of the Pensions Act...

Armed forces

- 16 (1) If section 31 of the Trade Union Reform and...
17 (1) If Part XI of the Reserve Forces Act 1996...

Disability discrimination

- 18

SCHEDULE 3 — Repeals and revocations

Part I — REPEALS

Part II — REVOCATIONS

TABLE OF DERIVATIONS

- 1 Notes:

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Employment Rights Act 1996. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) [View outstanding changes](#)

2 The following abbreviations are used in the Table— BGLA =...

Changes to legislation:

There are outstanding changes not yet made by the legislation.gov.uk editorial team to Employment Rights Act 1996. Any changes that have already been made by the team appear in the content and are referenced with annotations.

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Changes and effects yet to be applied to :

- Pt. 5A heading words omitted by 2017 c. 16 s. 32(2)
- Pt. 8A heading substituted by 2023 c. 46 s. 1(2)
- s. 27(1)(ce) inserted by 2023 c. 20 Sch. para. 21
- s. 43K(1)(ba) words omitted by 2013 c. 24 s. 20(2)(c) (This amendment not applied to legislation.gov.uk. The insertion of s. 43K(1)(ca) and word by S.I. 2006/1056, Sch. para. 7 is to come into force on the day on which 2005 asp 13, s. 20 comes into force and that provision has never been brought into force)
- s. 48(2) words substituted by 2020 c. 7 Sch. 7 para. 10(b)
- s. 48(2) words substituted by 2023 c. 46 Sch. para. 6(4)
- s. 48(2A) words inserted by 2023 c. 46 Sch. para. 6(5)
- s. 49(1) words substituted by 2020 c. 7 Sch. 7 para. 11(a)
- s. 49(1) words substituted by 2023 c. 46 Sch. para. 7(2)
- s. 49(1A) words inserted by 2023 c. 46 Sch. para. 7(3)
- s. 49B heading words inserted by 2017 c. 16 s. 32(3)
- s. 50(8)(a) words omitted by 2012 c. 7 Sch. 14 para. 69
- s. 58(3)(b) words repealed by 2004 c. 35 Sch. 13
- s. 75I(3)(e) word omitted by 2023 c. 20 Sch. para. 23(a)
- s. 80F(2)(a) word inserted by 2023 c. 46 Sch. para. 8(2)(a)
- s. 80F(2)(c) and word omitted by 2023 c. 46 Sch. para. 8(2)(b)
- s. 80F(4) substituted by 2023 c. 46 Sch. para. 8(3)
- s. 80F(4) substituted for s. 80F(4)-(4B) by 2023 c. 46 Sch. para. 22(3)
- s. 80EB(2)(d) word omitted by 2023 c. 20 Sch. para. 25(a)
- s. 88(1)(c) words inserted by 2020 c. 7 Sch. 7 para. 12
- s. 88(1)(c) words inserted by 2023 c. 20 Sch. para. 26(2)
- s. 88(2) words inserted by 2023 c. 20 Sch. para. 26(3)
- s. 89(3)(b) words inserted by 2020 c. 7 Sch. 7 para. 13
- s. 89(3)(b) words inserted by 2023 c. 20 Sch. para. 27(2)
- s. 89(4) words inserted by 2023 c. 20 Sch. para. 27(3)
- s. 105(1)(c) word substituted by 2008 c. 30 s. 57(3)
- s. 124(1A) word inserted by 2020 c. 7 Sch. 7 para. 17
- s. 192(2)(e) word inserted by 2023 c. 46 Sch. para. 12
- s. 192(2)(ab) repealed by 2002 c. 21 Sch. 6
- s. 194(2)(c) word inserted by 2008 c. 25 s. 39(5)
- s. 194(2)(c) words substituted by 2023 c. 46 Sch. para. 13
- s. 195(2)(c) word inserted by 2008 c. 25 s. 39(6)
- s. 195(2)(c) words substituted by 2023 c. 46 Sch. para. 14
- s. 199(2) word inserted by 2023 c. 46 Sch. para. 15
- s. 201(1) substituted (prosp.) by 1998 c. 17 s. 50Sch. 4 para. 40(2)
- s. 201(5) repealed (prosp.) by 1998 c. 17 s. 50Sch. 4 para. 40(3)Sch. 5 Pt. 1
- s. 203(1)(a) words inserted by 2020 c. 7 Sch. 7 para. 18
- s. 215(5) amended by 1998 c. 14 Sch. 7 para. 148 (This amendment not applied to legislation.gov.uk. Sch. 7 para. 148 repealed (1.4.1999) without ever being in force by 1999 c. 2, s. 28(3), Sch. 10 Pt. 1 (with Sch. 8); S.I. 1999/527, art. 2(b), Sch. 2 (with arts. 3-6))
- s. 218(10)(c) words omitted by 2012 c. 7 Sch. 14 para. 70
- s. 230(6) words substituted by 2017 c. 16 s. 32(5)
- s. 235(1) word inserted by 2023 c. 20 Sch. para. 29(b)
- s. 235(1) words inserted by 2023 c. 20 Sch. para. 29(a)
- s. 235(1) words inserted by 2023 c. 46 Sch. para. 19
- s. 236(3) word inserted by 2017 c. 16 s. 32(6)

- s. 236(3) word inserted by 2023 c. 20 Sch. para. 3
- s. 236(3) words inserted by 2023 c. 46 Sch. para. 20
- Sch. 1 para. 60(2) by 2000 c. 38 s. 274 Sch. 31 Pt. 4
- Sch. 1 para. 56(10)(11) repealed by 1999 c. 26 Sch. 9(10)
- Sch. 1 para. 67(2)(b) and word repealed by 2009 c. 24 Sch. 7 Pt. 3

Changes and effects yet to be applied to the whole Act associated Parts and Chapters:
Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- Pt. 8 Ch. 5 inserted by 2023 c. 20 Sch. para. 2
- Pt. 8A Ch. 1 heading inserted by 2023 c. 46 s. 1(3)
- Pt. 8A Ch. 2 inserted by 2023 c. 46 s. 1(4)
- Pt. 8A Ch. 3 inserted by 2023 c. 46 s. 2
- Pt. 8A Ch. 4 inserted by 2023 c. 46 s. 3(2)
- s. 43K(1)(ca) and word omitted by 2013 c. 24 s. 20(5) (This amendment not applied to legislation.gov.uk. The insertion of s. 43K(1)(ba) by S.I. 2006/1056, Sch. para. 7 is to come into force on the day on which 2005 asp 13, s. 20 comes into force and that provision has never been brought into force)
- s. 43K(2)(ba) omitted by 2013 c. 24 s. 20(6) (This amendment not applied to legislation.gov.uk. The insertion of s. 43K(1)(ba) by S.I. 2006/1056, Sch. para. 7 is to come into force on the day on which 2005 asp 13, s. 20 comes into force and that provision has never been brought into force)
- s. 47C(2)(cc) inserted by 2023 c. 20 Sch. para. 22
- s. 47H inserted by 2020 c. 7 Sch. 7 para. 9
- s. 47AA inserted by 2008 c. 25 s. 37
- s. 47EA inserted by 2023 c. 46 Sch. para. 4
- s. 47EB inserted by 2023 c. 46 Sch. para. 5
- s. 48(1C) inserted by 2020 c. 7 Sch. 7 para. 10(a)
- s. 48(1C) inserted by 2023 c. 46 Sch. para. 6(2)
- s. 48(1D) inserted by 2023 c. 46 Sch. para. 6(3)
- s. 49(8) inserted by 2020 c. 7 Sch. 7 para. 11(b)
- s. 49(8) inserted by 2023 c. 46 Sch. para. 7(4)
- s. 49C inserted by 2017 c. 16 s. 32(4)
- s. 75I(3)(g) and word inserted by 2023 c. 20 Sch. para. 23(b)
- s. 80C(2)(bc) inserted by 2023 c. 20 Sch. para. 24(2)
- s. 80C(4)(bc) inserted by 2023 c. 20 Sch. para. 24(3)
- s. 80EB(2)(f) and word inserted by 2023 c. 20 Sch. para. 25(b)
- s. 99(3)(cc) inserted by 2023 c. 20 Sch. para. 28
- s. 101B inserted by 2008 c. 25 s. 38
- s. 104H inserted by 2020 c. 7 Sch. 7 para. 14
- s. 104CA inserted by 2023 c. 46 Sch. para. 9
- s. 105(4B) inserted by 2008 c. 25 s. 39(3)
- s. 105(7BC) inserted by 2020 c. 7 Sch. 7 para. 15
- s. 105(7BAA) inserted by 2023 c. 46 Sch. para. 10
- s. 108(3)(gia) inserted by 2023 c. 46 Sch. para. 11
- s. 108(3)(de) inserted by 2008 c. 25 s. 39(4)
- s. 108(3)(gn) inserted by 2020 c. 7 Sch. 7 para. 16
- s. 110(3A) inserted by 2002 c. 22 s. 44
- s. 163(6) inserted by 2022 c. 35 Sch. 5 para. 27
- s. 205A(2)(ba) inserted by 2023 c. 46 Sch. para. 16(2)
- s. 205A(8A) inserted by 2023 c. 46 Sch. para. 16(3)
- s. 225(7)(8) inserted by 2023 c. 46 Sch. para. 17
- s. 227(1)(zb)(zc) inserted by 2023 c. 46 Sch. para. 18