
STATUTORY INSTRUMENTS

1999 No. 3323

TERMS AND CONDITIONS OF EMPLOYMENT

The Transnational Information and
Consultation of Employees Regulations 1999

Made - - - - 12th December 1999
Laid before Parliament 14th December 1999
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THE TRANSNATIONAL INFORMATION AND
CONSULTATION OF EMPLOYEES REGULATIONS 1999

PART I
GENERAL

1. Citation, commencement and extent
2. Interpretation
3. Controlled and Controlling Undertaking
4. Circumstances in which provisions of these Regulations apply
5. The central management

PART II

EMPLOYEE NUMBERS & REQUEST TO NEGOTIATE ESTABLISHMENT OF A
EUROPEAN WORKS COUNCIL OR INFORMATION AND CONSULTATION PRO CEDURE

6. Calculation of numbers of employees
7. Entitlement to information
8. Complaint of failure to provide information
9. Request to negotiate an agreement for a European Works Council or information and consultation procedure
10. Dispute as to whether valid request made or whether obligation in regulation 9(1) applies

PART III
SPECIAL NEGOTIATING BODY

11. Functions of the special negotiating body

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Transnational Information and Consultation of Employees Regulations 1999. 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

12. Composition of the special negotiating body
13. Ballot arrangements
14. Conduct of ballot
15. Consultative Committee

PART IV

EUROPEAN WORKS COUNCIL AND INFORMATION AND CONSULTATION PROCEDURE

16. Negotiation procedure
17. Content and scope of a European Works Council agreement and information and consultation procedure
18. Subsidiary requirements
19. Cooperation

PART V

COMPLIANCE AND ENFORCEMENT

20. Failure to establish European Works Council or information and consultation procedure
21. Disputes about operation of European Works Council or information and consultation procedure
22. Penalties

PART VI

CONFIDENTIAL INFORMATION

23. Breach of statutory duty
24. Withholding of information by central management

PART VII

PROTECTIONS FOR MEMBERS OF A EUROPEAN WORKS COUNCIL, ETC.

25. Right to time off for members of a European Works Council, etc.
26. Right to remuneration for time off under regulation 25
27. Right to time off: complaints to tribunals
28. Unfair dismissal
29. Subsidiary provisions relating to unfair dismissal: Great Britain
30. Subsidiary provisions relating to unfair dismissal: Northern Ireland
31. Detriment
32. Detriment: enforcement and subsidiary provisions
33. Conciliation

PART VIII

MISCELLANEOUS

The Appeal Tribunal, Industrial Court, CAC, ACAS and the Labour Relations Agency

34. Appeal Tribunal: jurisdiction
35. Appeal Tribunal: proceedings
36. Industrial Court: jurisdiction
37. Industrial Court: proceedings
38. CAC: proceedings

39. ACAS and the Labour Relations Agency

Restrictions on contracting out

- 40. Restrictions on contracting out: general
- 41. Restrictions on contracting out: Part VII

PART IX

EXCEPTIONS

- 42. Article 6 agreements
- 43. Article 7 European Works Councils
- 44. Article 3 agreements
- 45. Article 13 agreements
- 46. Merchant Navy

PART X

TRANSITIONALS

- 47. Transitionals: special negotiating body
- 48. Transitionals: Article 7 European Works Councils
Signature

SCHEDULE — SUBSIDIARY REQUIREMENTS

- 1. Establishment of European Works Council
- 2. Composition of the European Works Council
- 3. Appointment or election of UK members of the European Works Council
- 4. Ballot arrangements
- 5. Conduct of ballot
- 6. Competence of the European Works Council
- 7. Information and consultation meetings
- 8. Exceptional information and consultation meetings
- 9. Procedures
- 10. The continuing application of the subsidiary requirements

Explanatory Note

Changes to legislation:

There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Transnational Information and Consultation of Employees Regulations 1999. Any changes that have already been made by the team appear in the content and are referenced with annotations.

[View outstanding changes](#)

Changes and effects yet to be applied to :

- Pt. 3 omitted by [S.I. 2019/535 Sch. 2 para. 10](#)
- Pt. 2 heading words omitted by [S.I. 2019/535 Sch. 2 para. 7](#)
- Sch. para. 1 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 2 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 3 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 4 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 5 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 6 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 7 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 8 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 9 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 10 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- Sch. para. 10 omitted by [S.I. 2019/535 Sch. 2 para. 32](#)
- Sch. para. 2 substituted by [S.I. 2010/1088 reg. 24](#)
- Sch. para. 8(2) word substituted by [S.I. 2010/1088 reg. 27\(b\)](#)
- Sch. para. 9(6) words inserted by [S.I. 2010/1088 reg. 29\(a\)](#)
- Sch. para. 8(1) words omitted by [S.I. 2010/1088 reg. 27\(a\)](#)
- Regulations modified by [S.R. 2011/350 art. 23\(1\)Sch. 1 para. 1\(a\)](#)
- Regulations words substituted by [S.I. 2019/535 Sch. 2 para. 2\(a\)](#)
- Regulations words substituted by [S.I. 2019/535 Sch. 2 para. 2\(b\)](#)
- reg. 1 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 2 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 2(1) words inserted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(ii\)](#)
- reg. 2(1) words inserted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(iv\)](#)
- reg. 2(1) words inserted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(v\)](#)
- reg. 2(1) words omitted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(iii\)](#)
- reg. 2(1) words omitted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(vii\)](#)
- reg. 2(1) words substituted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(i\)](#)
- reg. 2(1) words substituted by [S.I. 2019/535 Sch. 2 para. 3\(a\)\(vi\)](#)
- reg. 2(3) words substituted by [S.I. 2019/535 Sch. 2 para. 3\(b\)](#)
- reg. 2(4) words omitted by [S.I. 2019/535 Sch. 2 para. 3\(c\)](#)
- reg. 2(5) words substituted by [S.I. 2019/535 Sch. 2 para. 3\(e\)](#)
- reg. 3 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 3(4) word substituted by [S.I. 2019/535 Sch. 2 para. 4\(a\)](#)
- reg. 3(4) words inserted by [S.I. 2019/535 Sch. 2 para. 4\(b\)](#)
- reg. 3(4) words substituted by [S.I. 2004/1079 Sch. para. 4\(2\)](#)
- reg. 4 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 4(1) words substituted by [S.I. 2019/535 Sch. 2 para. 5\(a\)](#)
- reg. 4(2)(a)(b) omitted by [S.I. 2019/535 Sch. 2 para. 5\(b\)](#)
- reg. 5 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 5(1) words omitted by [S.I. 2019/535 Sch. 2 para. 6\(a\)\(iii\)](#)
- reg. 5(1) words substituted by [S.I. 2019/535 Sch. 2 para. 6\(a\)](#)
- reg. 5(1)(a) omitted by [S.I. 2019/535 Sch. 2 para. 6\(a\)\(ii\)](#)
- reg. 5(2) words substituted by [S.I. 2019/535 Sch. 2 para. 6\(b\)](#)
- reg. 6 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 6(4) words omitted by [S.I. 2019/535 Sch. 2 para. 8\(a\)](#)
- reg. 6(4)(a)(b) substituted by [S.I. 2019/535 Sch. 2 para. 8\(b\)](#)
- reg. 7 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)
- reg. 7-10 omitted by [S.I. 2019/535 Sch. 2 para. 9](#)
- reg. 8 coming into force by [S.I. 1999/3323 reg. 1\(1\)](#)

- reg. 8(2) substituted by S.I. 2010/1088 reg. 6(b)
- reg. 9 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 10 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 11 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 12 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 12 substituted by S.I. 2010/1088 reg. 7
- reg. 13 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 14 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 15 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 16 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 16 omitted by S.I. 2019/535 Sch. 2 para. 11
- reg. 16(5) words inserted by S.I. 2010/1088 reg. 8(b)
- reg. 17 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 17(1)-(8) omitted by S.I. 2019/535 Sch. 2 para. 12
- reg. 17(4)(c) words inserted by S.I. 2010/1088 reg. 9(a)
- reg. 17(4)(f) substituted by S.I. 2010/1088 reg. 9(c)
- reg. 17(5) substituted by S.I. 2010/1088 reg. 9(e)
- reg. 18 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 18 substituted by S.I. 2019/535 Sch. 2 para. 13
- reg. 19 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 20 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 20(1)(4)(5)(10) word substituted by S.I. 2010/1088 reg. 12(a)
- reg. 20(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 18(b)(i)
- reg. 20(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 18(b)(ii)
- reg. 20(1)(b) words inserted by S.I. 2019/535 Sch. 2 para. 18(b)(iii)
- reg. 20(4) words inserted by S.I. 2019/535 Sch. 2 para. 18(c)
- reg. 20(5)(a) words inserted by S.I. 2019/535 Sch. 2 para. 18(d)(i)(aa)
- reg. 20(5)(a) words inserted by S.I. 2019/535 Sch. 2 para. 18(d)(i)(bb)
- reg. 20(5)(a) words inserted by S.I. 2019/535 Sch. 2 para. 18(d)(i)(cc)
- reg. 20(5)(b) words inserted by S.I. 2019/535 Sch. 2 para. 18(d)(ii)
- reg. 20(7) substituted by S.I. 2010/1088 reg. 12(b)
- reg. 20(8) word substituted by S.I. 2010/1088 reg. 12(d)
- reg. 21 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 21(1) substituted by S.I. 2010/1088 reg. 13(a)
- reg. 21(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 19(a)
- reg. 21(1)(b) words inserted by S.I. 2019/535 Sch. 2 para. 19(a)
- reg. 21(4)(9)(6) word substituted by S.I. 2010/1088 reg. 13(c)
- reg. 21(4) words inserted by S.I. 2019/535 Sch. 2 para. 19(b)
- reg. 21(6) words inserted by S.I. 2010/1088 reg. 13(d)
- reg. 21(6) words omitted by S.I. 2010/1088 reg. 13(d)
- reg. 21(7) word substituted by S.I. 2010/1088 reg. 13(f)
- reg. 22 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 22(1)(4) words substituted by S.I. 2010/1088 reg. 15(a)
- reg. 22(2) word substituted by S.I. 2010/1088 reg. 15(b)
- reg. 22(4) word substituted by S.I. 2010/1088 reg. 15(c)
- reg. 22(7) substituted by S.I. 2010/1088 reg. 15(d)
- reg. 23 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 24 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 25 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 25(1)(a) omitted by S.I. 2019/535 Sch. 2 para. 21(a)
- reg. 26 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 27 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 28 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 28(6)(b) words inserted by S.I. 2010/1088 reg. 17
- reg. 29 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 30 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 31 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 31(6)(b) words inserted by S.I. 2010/1088 reg. 18

- reg. 32 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 32 restricted by 2002 c. 22 s. 32Sch. 4
- reg. 33 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 34 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 34(2) omitted by S.I. 2019/535 Sch. 2 para. 22(a)
- reg. 34(3) words omitted by S.I. 2019/535 Sch. 2 para. 22(b)
- reg. 35 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 36 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 36(1) substituted by S.I. 2010/1088 reg. 19
- reg. 36(2) word omitted by S.I. 2019/535 Sch. 2 para. 23(a)
- reg. 36(3) omitted by S.I. 2019/535 Sch. 2 para. 23(b)
- reg. 36(4) words omitted by S.I. 2019/535 Sch. 2 para. 23(c)(i)
- reg. 36(4) words omitted by S.I. 2019/535 Sch. 2 para. 23(c)(ii)
- reg. 37 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 37(4) words substituted by S.I. 2010/1088 reg. 20
- reg. 38 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 38(5) omitted by S.I. 2019/535 Sch. 2 para. 24(a)
- reg. 38(6) words omitted by S.I. 2019/535 Sch. 2 para. 24(b)
- reg. 39 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 39(1)(2)(3) words omitted by S.I. 2010/1088 reg. 21
- reg. 40 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 40(1)(b) words inserted by S.I. 2010/1088 reg. 22
- reg. 41 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 41(2)(a) words substituted by S.I. 2014/386 Sch. para. 9
- reg. 41(2)(b) words substituted by S.R. 2020/4 Sch. para. 14
- reg. 41(3) word substituted by S.I. 2013/1956 Sch. para. 3(a)
- reg. 41(3)(a) words substituted by S.I. 2014/431 Sch. para. 20
- reg. 41(4) word substituted by S.I. 2013/1956 Sch. para. 3(a)
- reg. 41(7)(a) words substituted by S.I. 2009/3348 art. 23Sch. 2
- reg. 42 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 42(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 25(a)
- reg. 42(3) words inserted by S.I. 2019/535 Sch. 2 para. 25(b)
- reg. 43 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 43(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 26(a)
- reg. 43(3) words inserted by S.I. 2019/535 Sch. 2 para. 26(b)
- reg. 44 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 44(1) words omitted by S.I. 2019/535 Sch. 2 para. 27(a)(i)
- reg. 44(1) words omitted by S.I. 2019/535 Sch. 2 para. 27(a)(ii)
- reg. 45 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 45(1) words omitted by S.I. 2019/535 Sch. 2 para. 28(a)(i)
- reg. 45(1) words omitted by S.I. 2019/535 Sch. 2 para. 28(a)(ii)
- reg. 46 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 46 substituted by S.I. 2018/26 reg. 2(2)
- reg. 46(1) words inserted by S.I. 2019/535 Sch. 2 para. 30(c)
- reg. 46(1) words omitted by S.I. 2019/535 Sch. 2 para. 30(a)
- reg. 46(1) words omitted by S.I. 2019/535 Sch. 2 para. 30(b)
- reg. 47 coming into force by S.I. 1999/3323 reg. 1(1)
- reg. 47 omitted by S.I. 2019/535 Sch. 2 para. 31
- reg. 48 coming into force by S.I. 1999/3323 reg. 1(1)

Changes and effects yet to be applied to the whole Instrument associated Parts and Chapters:

- Blanket amendment words substituted by S.I. 2011/1043 art. 3-68-10

Whole provisions yet to be inserted into this Instrument (including any effects on those provisions):

- Sch. para. 6(3) inserted by S.I. 2010/1088 reg. 25

- Sch. para. 8A inserted by S.I. 2010/1088 reg. 28
- Sch. para. 9(7)(8) inserted by S.I. 2010/1088 reg. 29(b)
- Sch. para. 7(3)(4) substituted for Sch. para. 7(3) by S.I. 2010/1088 reg. 26
- reg. 2(4B)(a) omitted by S.I. 2019/535 Sch. 2 para. 3(d)(i)
- reg. 2(4B)(b) word substituted by S.I. 2019/535 Sch. 2 para. 3(d)(ii)
- reg. 2(4B)(c) word substituted by S.I. 2019/535 Sch. 2 para. 3(d)(ii)
- reg. 16(1A) inserted by S.I. 2010/1088 reg. 8(a)
- reg. 17(4)(dd) inserted by S.I. 2010/1088 reg. 9(b)
- reg. 17(4A) inserted by S.I. 2010/1088 reg. 9(d)
- reg. 17(9) inserted by S.I. 2010/1088 reg. 9(f)
- reg. 18A inserted by S.I. 2010/1088 reg. 10
- reg. 18A(1)(a) words inserted by S.I. 2019/535 Sch. 2 para. 14
- reg. 18A(1)(b) words inserted by S.I. 2019/535 Sch. 2 para. 14
- reg. 19A-19F inserted by S.I. 2010/1088 reg. 11
- reg. 19B(1)(a) and word omitted by S.I. 2019/535 Sch. 2 para. 15
- reg. 19E(1)(a) words substituted by S.I. 2019/535 Sch. 2 para. 16
- reg. 19F omitted by S.I. 2019/535 Sch. 2 para. 17
- reg. 20(A1) inserted by S.I. 2019/535 Sch. 2 para. 18(a)
- reg. 20(7A) inserted by S.I. 2010/1088 reg. 12(c)
- reg. 21(1A) inserted by S.I. 2010/1088 reg. 13(b)
- reg. 21(1A)(a) words inserted by S.I. 2019/535 Sch. 2 para. 19(b)
- reg. 21(6A) inserted by S.I. 2010/1088 reg. 13(e)
- reg. 21A inserted by S.I. 2010/1088 reg. 14
- reg. 21A(1)(a) omitted by S.I. 2019/535 Sch. 2 para. 20(a)(i)
- reg. 21A(1)(c) words omitted by S.I. 2019/535 Sch. 2 para. 20(a)(ii)
- reg. 21A(3) word omitted by S.I. 2019/535 Sch. 2 para. 20(b)
- reg. 21A(10)(c)(i) omitted by S.I. 2019/535 Sch. 2 para. 20(c)(i)
- reg. 21A(10)(c)(iii) words omitted by S.I. 2019/535 Sch. 2 para. 20(c)(ii)
- reg. 25(1A) inserted by S.I. 2010/1088 reg. 16
- reg. 25(1A)(a) omitted by S.I. 2019/535 Sch. 2 para. 21(b)
- reg. 27(2A) inserted by S.I. 2014/386 Sch. para. 7
- reg. 27(2B) inserted by S.R. 2020/4 Sch. para. 12
- reg. 27A inserted by S.I. 2014/386 Sch. para. 8
- reg. 27B inserted by S.R. 2020/4 Sch. para. 13
- reg. 41(7A) inserted by S.I. 2004/2518 reg. 2
- reg. 41(7A) words substituted by S.I. 2009/3348 art. 22Sch. 1
- reg. 41(9) inserted by S.I. 2013/1956 Sch. para. 3(b)
- reg. 44-45A substituted for reg. 44 by S.I. 2010/1088 reg. 23
- reg. 44(4)-(7) omitted by S.I. 2019/535 Sch. 2 para. 27(b)
- reg. 45(4)-(7) omitted by S.I. 2019/535 Sch. 2 para. 28(b)
- reg. 45A(1) substituted by S.I. 2019/535 Sch. 2 para. 29(a)
- reg. 45A(2)(a) words inserted by S.I. 2019/535 Sch. 2 para. 29(b)
- reg. 45A(3) word substituted by S.I. 2019/535 Sch. 2 para. 29(c)
- reg. 45A(3A) inserted by S.I. 2019/535 Sch. 2 para. 29(d)
- reg. 45A(4) omitted by S.I. 2019/535 Sch. 2 para. 29(e)
- reg. 45A(5) substituted by S.I. 2019/535 Sch. 2 para. 29(f)
- reg. 46A inserted by S.I. 2004/2326 reg. 53
- reg. 46A substituted by S.I. 2009/2401 reg. 40
- reg. 46A(1) words substituted by S.I. 2019/685 Sch. 3 para. 19(a)
- reg. 46A(2) substituted by S.I. 2019/685 Sch. 3 para. 19(b)
- reg. 46B inserted by S.I. 2006/2059 reg. 42