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S T A T U T O R Y   I N S T R U M E N T S

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**1999 No. 3374 (C. 90)**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Employment Relations Act 1999 (Commencement  
No. 3 and Transitional Provision) Order 1999**

*Made - - - - - 16th December 1999*

The Secretary of State in exercise of the powers conferred on him by section 45 of the Employment Relations Act 1999(a) hereby makes the following Order:

**Citation and interpretation**

1.—(1) This Order may be cited as the Employment Relations Act 1999 (Commencement No. 3 and Transitional Provision) Order 1999.

(2) In this Order, “the Act” means the Employment Relations Act 1999.

**Commencement**

2. Subject to Article 3, the following provisions of the Act shall come into force on 17th December 1999—

- (a) subsections (1), (2), (3), (5) and (6) of section 34;
- (b) in section 36, subsection (1) (to the extent that it is not already in force) and subsections (2) and (3);
- (c) section 44 and the repeals specified in column 3 of Schedule 9 to the Act, to the extent specified in column 3 of the Schedule to this Order.

**Transitional provision**

3. Section 34 of the Act shall have effect, in relation to the first order made under that section, as if for the reference in subsection (2) to “the previous September” there were substituted a reference to “September 1997”.

16th December 1999

*Alan Johnson,*  
Parliamentary Under Secretary of State  
for Competitiveness,  
Department of Trade and Industry

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(a) 1999 c. 26.

## SCHEDULE

Article 2(c)

## REPEALS COMING INTO FORCE ON 17TH DECEMBER 1999

<i>Chapter</i>	<i>Short title</i>	<i>Extent of repeal</i>
1992 c. 52.	Trade Union and Labour Relations (Consolidation) Act 1992.	In section 159, subsections (1)(a), (2) and (3). In section 176, subsections (7) and (8).
1996 c. 18.	Employment Rights Act 1996.	In section 120, subsection (2). In section 124, subsection (2). In section 186, subsection (2). Section 208. In section 227, subsections (2) to (4).

**EXPLANATORY NOTE***(This note is not part of the Order)*

This Order brings into force, on 17th December 1999, the provisions of the Employment Relations Act 1999 specified in Article 2 of the Order, which relate to the Secretary of State's power to change the amount of certain awards of employment tribunals and other sums payable under employment legislation.

**NOTE AS TO EARLIER COMMENCEMENT ORDERS***(This note is not part of the Order)*

The following provisions of the Act have been brought into force by commencement order made before the date of this Order:

<i>Provisions</i>	<i>Date of Commencement</i>	<i>S.I. No.</i>
Section 18(6)	30.9.1999	1999/2509
Sections 38 and 42	9.9.1999	1999/2509
Sections 2 and 3	25.10.1999	1999/2830
Subsections (1) to (3) of section 13	25.10.1999	1999/2830
Subsections (1) to (5) of section 18	25.10.1999	1999/2830
Sections 19 to 23	25.10.1999	1999/2830
Sections 26 to 33	25.10.1999	1999/2830
Section 34(4)	25.10.1999	1999/2830
Section 35	25.10.1999	1999/2830
Section 36(1) (partially)	25.10.1999	1999/2830
Section 37	25.10.1999	1999/2830
Section 39	25.10.1999	1999/2830
Section 40	25.10.1999	1999/2830
Section 43	25.10.1999	1999/2830
Section 44 (partially)		
Schedules 2, 6, 7 (partially) and 9 (partially)	25.10.1999	1999/2830
Sections 7 to 9 and Schedule 4	15.12.1999	1999/2830

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