

SCHEDULE

PART 11

Amendments to the Employment Rights Act 1996 and the Pension Schemes Act 1993

Amendments to the Employment Rights Act 1996

253.—(1) The Employment Rights Act 1996 ^{M1} is amended as follows.

(2) In section 166 ^{M2}—

(a) in subsection (5)—

- (i) in paragraph (a) for “(6) or (8A)” substitute “ (6), (8ZA) or (8A) ”;
- (ii) in paragraph (b) for “(7) or (8A)” substitute “ (7), (8ZA) or (8A) ”;
- (iii) in paragraph (c) for “(8) or (8A)” substitute “ (8), (8ZA) or (8A) ”;
- (iv) in paragraph (d) for “(8A)” substitute “ (8ZA) or (8A) ”;

(b) after subsection (8) insert—

“(8ZA) This subsection is satisfied in the case of an employer if—

- (a) the employer is a legal person,
- (b) a request has been made for the first opening of collective proceedings—
 - (i) based on the insolvency of the employer, as provided for under the law of any part of the United Kingdom, and
 - (ii) involving the partial or total divestment of the employer's assets and the appointment of a liquidator or a person performing a similar task, and
- (c) any of the following has decided to open the proceedings—
 - (i) a court,
 - (ii) a meeting of creditors, or
 - (iii) the creditors by a decision procedure.”;

(c) in subsection (8B) for “subsection (8A)” substitute “ this section ”.

(3) In section 183 ^{M3}—

(a) in subsection (1)—

- (i) in paragraph (a) for “(2) or (4A)” substitute “ (2), (4ZA) or (4A) ”;
- (ii) in paragraph (b) for “(3) or (4A)” substitute “ (3), (4ZA) or (4A) ”;
- (iii) in paragraph (c) for “(4) or (4A)” substitute “ (4), (4ZA) or (4A) ”;
- (iv) in paragraph (d) for “(4A)” substitute “ (4ZA) or (4A) ”;

(b) after subsection (4) insert—

“(4ZA) This subsection is satisfied in the case of an employer if—

- (a) the employer is a legal person,
- (b) a request has been made for the first opening of collective proceedings—
 - (i) based on the insolvency of the employer, as provided for under the law of any part of the United Kingdom, and
 - (ii) involving the partial or total divestment of the employer's assets and the appointment of a liquidator or a person performing a similar task, and

Changes to legislation: There are currently no known outstanding effects for the The Insolvency (Amendment) (EU Exit) Regulations 2019, Paragraph 253. (See end of Document for details)

- (c) any of the following has decided to open the proceedings—
 - (i) a court,
 - (ii) a meeting of creditors, or
 - (iii) the creditors by a decision procedure.”;
- (c) in subsection (4B) for “subsection (4A)” substitute “ this section ”.

Commencement Information

- I1** Sch. para. 253 in force on IP completion day (in accordance with [2020 c. 1](#), [Sch. 5 para. 1\(1\)](#)), see [reg. 1\(3\)](#)

Marginal Citations

- M1** [1996 c. 18](#).
- M2** Section 166 was amended by [S.I. 2001/1090](#); [S.I. 2012/3014](#) and [S.I. 2017/1205](#).
- M3** Section 183 was amended by [S.I. 2001/1090](#); [S.I. 2012/3014](#) and [S.I. 2017/1205](#).

Changes to legislation:

There are currently no known outstanding effects for the The Insolvency (Amendment) (EU Exit) Regulations 2019, Paragraph 253.