



# Employment Protection Act 1975

## CHAPTER 71

### EMPLOYMENT PROTECTION ACT 1975

#### PART I

##### MACHINERY FOR PROMOTING THE IMPROVEMENT OF INDUSTRIAL RELATIONS

###### *Advisory, Conciliation and Arbitration Service, etc.*

- 1 Advisory, Conciliation and Arbitration Service.
- 2 Conciliation.
- 3 Arbitration.
- 4 Advice.
- 5 Inquiry.
- 6 Codes of Practice.
- 7 Certification Officer.
- 8 Certification as independent trade union.
- 9 Custody of documents.
- 10 Central Arbitration Committee.
- 11—16 .....

###### *Disclosure of information*

- 17 General duty of employers to disclose information.
- 18 Restrictions on general duty under s. 17.
- 19 Complaint of failure to disclose information.
- 20 Further complaint arising from failure to disclose information.
- 21 Determination of claim and award.

#### PART II

- 22—39 .....

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40 (1) . . . . .  
41—88 . . . . .

### PART III

89—96 . . . . .

#### *Powers of Agricultural Wages Boards*

97 Amendments of Agricultural Wages Acts.  
98 . . . . .

### PART IV

#### PROCEDURE FOR HANDLING REDUNDANCIES

99 Duty of employer to consult trade union representatives on redundancy.  
100 Duty of employer to notify Secretary of State of certain redundancies.  
101 Complaint by trade union and protective award.  
102 Entitlement under protective award.  
103 Complaint by employee to industrial tribunal.  
104 . . . . .  
105 Offence and proceedings.  
106 Supplementary.  
107 Power to adapt foregoing provisions in case of collective agreements on redundancies.

### PART V

#### MISCELLANEOUS AND SUPPLEMENTARY PROVISIONS

108 General provisions as to industrial tribunals and conciliation officers.  
109 . . . . .  
110 Death of employee or employer.  
111 Disentitlement to unemployment benefit and supplementary benefit during trade dispute.  
112 . . . . .  
113 . . . . .  
114 Amendments of the Employment Agencies Act 1973.  
115 Amendments of the Employment and Training Act 1973.  
116 Amendments of the Health and Safety at work etc. Act 1974.  
117 Offences by bodies corporate.  
118 Restrictions on contracting out.  
119 Excluded classes of employment.  
120 . . . . .  
121 Application to Crown.  
122 Application of employment legislation to House of Commons staff.  
123 Orders, rules and regulations.  
124 Financial provisions.  
125 Minor and consequential amendments, transitional provisions and repeals.  
126 Interpretation.  
126A Meaning of trade dispute.  
127 Power to extend employment legislation.  
128 Northern Ireland.

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129 Short title, commencement and extent.

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SCHEDULES

SCHEDULE 1 —

Part I — CONSTITUTION ETC. OF ADVISORY, CONCILIATION AND  
ARBITRATION SERVICE AND ITS COUNCIL

*The Council*

- 1 .....
- 2 .....
- 3 .....
- 4 .....
- 5 .....

*Staff*

- 6 .....
- 7 .....
- 8 .....

*Supplemental*

- 9 .....
- 10 .....
- 11 .....
- 12 .....
- 13 .....

Part II — CENTRAL ARBITRATION COMMITTEE

*Constitution*

- 14 .....
- 15 .....
- 16 .....

*Proceedings*

- 17 .....
- 18 .....
- 19 .....
- 20 .....
- 21 .....

*Awards*

- 22 .....
- 23 .....
- 24 .....

*Supplemental*

- 25 .....
- 26 .....

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27 .....

Part III — SUPPLEMENTARY PROVISIONS

*Remuneration and allowances*

28 .....

29 .....

*Sums payable on retirement*

30 .....

31 .....

32 .....

*Expenses of hearings before the Certification Officer*

32A .....

*Expenses*

33 .....

*Accounts*

34 .....

35 .....

SCHEDULES 2—6 —

.....

SCHEDULES 7—8 —

.....

SCHEDULE 9 — Amendments of Agricultural Wages Act 1948

Part I — SECTION 3, AS SUBSTITUTED

3 Power of Agricultural Wages Board to fix wages, holidays and other terms and conditions.

Part II — MINOR AND CONSEQUENTIAL AMENDMENTS

1 In section 4(1) (enforcement) after paragraph (c) there shall be...

2 (1) In section 5 (permits to incapacitated persons) after subsection...

3 (1) In section 11(1) (void agreements) at the end add...

4 (1) In section 12(3)(a) (inspection of records), at the end...

5 The provisions specified in column 1 of the following Table...

6 In paragraph 6 of Schedule 4 (power to vary and...

SCHEDULE 10 — Amendments of Agricultural Wages (Scotland) Act 1949

Part 1 — SECTION 3, AS SUBSTITUTED

3 Power of Scottish Agricultural Wages Board to fix rates of wages and holidays.

Part II — MINOR AND CONSEQUENTIAL AMENDMENTS

1 In section 4(1) (enforcement), after paragraph (c) there shall be...

2 (1) In section 5 (permits to infirm and incapacitated persons),...

3 (1) In section 11(1) (void agreements), at end there shall...

4 (1) In section 12(3)(a) (inspection of records), at the end...

5 The provisions specified in column 1 of the following Table...

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6 In paragraph 6 of Schedule 3 (power to vary and...

SCHEDULE 11 —

.....

SCHEDULE 12 —

Part I — GENERAL

*Introductory*

1 .....

*Institution or continuance of tribunal proceedings*

2 .....

3 .....

4 .....

*Rights and liabilities accruing after death*

5 .....

6 .....

*Death during protected period*

7 .....

Part II

8—12 .....

SCHEDULE 13 — Amendments of the Employment Agencies Act 1973

1 .....

2 .....

3 .....

4 .....

5 Section 8 is hereby repealed.

6 (1) In section 9(1) for the words “of a licensing...

7 In section 13(1), the definition of “licensing authority” is hereby...

Schedule 14 — Amendments of the Employment and Training Act 1973

1 .....

2 (1) .....

3 After section 13(1) insert the following subsection:—

4, 5 .....

6

Schedule 15 — Amendments of the Health and Safety at Work Etc. Act 1974

1

2 In section 2, omit subsection (5) and in subsection (7)...

3 After section 10(7) insert the following subsection:—

4

5

6 In section 15, for subsection (1) substitute—

7

8

9 In section 28, after subsection (8) insert the following subsection—...

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- 10
- 11
- 12 In section 43, in subsection (3) omit the words “the...
- 13 In section 44, in subsection (1) omit the words “agricultural...
- 14
- 15 (1) In section 49, in subsection (1) for the words...
- 16 (1) In section 50, for subsection (1) substitute—
- 17 In section 52, for subsections (3) and (4) substitute—
- 18 (1) In section 53, in subsection (1) omit the definitions...
- 19 In section 80, for subsections (4) to (6) substitute—
- 20
- 21

SCHEDULE 16 — Minor and Consequential Amendments  
Parts I,

II. ....

Part III

- 1 .....
- 2 .....
- 3 .....
- 4 .....
- 5 .....
- 6 .....
- 7 .....
- 8 .....
- 9 .....
- 10, 11 .....
- 12 .....
- 13—16 .....
- 17 .....
- 18—30 .....
- 31 .....
- 32 .....
- 33 .....
- 34 .....
- 35 .....

Part IV — MISCELLANEOUS AMENDMENTS

- 1 .....

*Trade Union Act 1913 (2 & 3 Geo. 5 c. 30)*

- 2 .....

*Industrial Courts Act 1919 (c. 69)*

- 3 .....

*Road Haulage Wages Act 1938 (c. 44)*

- 4 (1) The Road Haulage Wages Act 1938 shall be amended...
- 5 .....

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*Public Records Act 1958(c.51)*

6 In Part 11 of the Table at the end of...

*Road Traffic Act 1960 (c. 16)*

7 .....  
8 .....

*Education (Scotland) Act 1962 (c. 47)*

9 (1) The Education (Scotland) Act 1962 shall be amended in...

*Trade Union (Amalgamations, etc.) Act 1964 (c. 24)*

10 .....

*Remuneration of Teachers Act 1965 (c. 3)*

11 (1) The Remuneration of Teachers Act 1965 shall be amended...

*Remuneration of Teachers (Scotland) Act 1967 (c. 36)*

12 (1) The Remuneration of Teachers (Scotland) Act 1967 shall be...

*Equal Pay Act 1970 (c. 41)*

13 .....  
14 .....  
15 .....

*House of Commons Disqualification Act 1975 (c. 24)*

16 .....

*Social Security Pensions Act 1975 (c. 60)*

17 After section 31(8) of the Social Security Pensions Act 1975...

*Sex Discrimination Act 1975 (c. 65)*

18 (1) The Sex Discrimination Act 1975 shall be amended in...

SCHEDULE 17 — Transitional Provisions

1 .....  
2 .....  
3 .....  
4 .....  
5 .....  
6 .....  
7—10 .....  
11 .....  
12 An order under . . . section 3 of the...  
13 .....  
14 Where any provision of this Act increases the penalty for...  
15 The repeals effected by section 111 above—  
16, 17 .....  
18 Any enactment or document which refers, whether specifically or by...

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19 Nothing in this Schedule shall be construed as prejudicing sections...

SCHEDULE 18 — Enactments Repealed



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**Changes and effects yet to be applied to :**

- Sch. 13 para. 1234 repealed (3.1.1995) by [1994 c. 40 s. 81Sch. 17](#)
- Sch. 13 para. 6(3) (defn. of "(3.1.1995)") repealed in part by [1994 c. 40 s. 81Sch. 17](#)