
Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

SCHEDULES

SCHEDULE 3

REPEALS AND REVOCATIONS

PART II

REVOCATIONS

| Number | Title | Extent of revocation |
|-----------------|---|--|
| S.I. 1983/624. | The Insolvency of Employer (Excluded Classes) Regulations 1983. | The whole instrument. |
| S.I. 1993/2798. | The Sex Discrimination and Equal Pay (Remedies) Regulations 1993. | In the Schedule, in paragraph 1, the entry relating to the Employment Protection (Consolidation) Act 1978 and paragraph 2. |
| S.I. 1995/31. | The Employment Protection (Part-time Employees) Regulations 1995. | The whole instrument. |
| S.I. 1995/278. | The Insolvency of Employer (Excluded Classes) Regulations 1995. | The whole instrument. |
| S.I. 1995/2587. | The Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 1995. | Regulation 12(1), (2) and (4). Regulation 13(1), (2) and (4) to (6). Regulation 14. |
| S.I. 1996/593. | The Environment Act 1995 (Consequential Amendments) Regulations 1996. | In Schedule 1, paragraph 19. |
| S.I. 1996/973. | The Environment Act 1995 (Consequential and Transitional Provisions) (Scotland) Regulations 1996. | In the Schedule, paragraph 4. |

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TABLE OF DERIVATIONS

Notes:

- 1 This Table shows the derivation of the provisions of the consolidation.
 2 The following abbreviations are used in the Table—

| | |
|----------|--|
| BGLA | = Betting, Gaming and Lotteries Act 1963 (c.2) |
| EP(C)A | = Employment Protection (Consolidation) Act 1978 (c.44) |
| EA 1980 | = Employment Act 1980 (c.42) |
| EA 1982 | = Employment Act 1982 (c.46) |
| WA | = Wages Act 1986 (c.48) |
| EA 1989 | = Employment Act 1989 (c.38) |
| TULR(C)A | = Trade Union and Labour Relations (Consolidation) Act 1992 (c.52) |
| TURERA | = Trade Union Reform and Employment Rights Act 1993 (c.19) |
| STA | = Sunday Trading Act 1994 (c.20) |
| D&COA | = Deregulation and Contracting Out Act 1994 (c.40) |
| PA | = Pensions Act 1995 (c.26) |
| CRTUPER | = Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations (S.I. 1995/2587) |

| Provision | Derivation |
|------------------|--|
| 1(1), (2) | EP(C)A s.1(1); TURERA Sch.4. |
| (3) to (5) | EP(C)A s.1(2) to (4); TURERA Sch.4. |
| 2(1) | EP(C)A s.2(1); TURERA Sch.4. |
| (2) | EP(C)A s.2(2)(a); TURERA Sch.4. |
| (3) | EP(C)A s.2(2)(b), (3); TURERA Sch.4. |
| (4) to (6) | EP(C)A s.2(4) to (6); TURERA Sch.4. |
| 3(1) | EP(C)A s.3(1)(a) to (c); TURERA Sch.4. |
| (2) to (4) | EP(C)A s.3(2) to (4); TURERA Sch.4. |
| (5) | EP(C)A s.3(1)(d); TURERA Sch.4. |
| 4(1) | EP(C)A s.4(1); TURERA Sch.4. |

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| (2) | EP(C)A s.4(1), (2); TURERA Sch.4. |
| (3) | EP(C)A s.4(1); TURERA Sch.4. |
| (4) | EP(C)A s.4(3)(a); TURERA Sch.4. |
| (5) | EP(C)A s.4(3)(b), (4); TURERA Sch.4. |
| (6), (7) | EP(C)A s.4(5); TURERA Sch.4. |
| (8) | EP(C)A s.4(6); TURERA Sch.4. |
| 5 | EP(C)A s.5(2), (3); TURERA Sch.4. |
| 6 | EP(C)A ss.2(2)(a), (3), 3(1)(a), (c), 4(3)(a), (4); TURERA Sch.4. |
| 7 | EP(C)A s.6; TURERA Sch.4. |
| 8 | EP(C)A s.8. |
| 9(1), (2) | EP(C)A s.9(1). |
| (3) to (5) | EP(C)A s.9(2) to (4). |
| 10 | EP(C)A s.10. |
| 11(1) | EP(C)A s.11(1); TURERA Sch.8 para.10(a). |
| (2) | EP(C)A s.11(2). |
| (3) | EP(C)A s.11(4); TURERA Sch.8 para.10(b); Pension Schemes Act 1993 (c.48) Sch.8 para.11(1). |
| (4) | EP(C)A s.11(9); TURERA Sch.8 para.10(c). |
| 12(1), (2) | EP(C)A s.11(5), (6). |
| (3) to (5) | EP(C)A s.11(8). |
| 13(1) | WA s.1(1). |
| (2) | WA s.1(3). |
| (3) | WA s.8(3). |
| (4) | WA s.8(3), (4). |
| (5) | WA s.1(4)(a). |
| (6) | WA s.1(4)(b). |
| (7) | WA s.1(6). |
| 14(1) | WA s.1(5)(a). |
| (2) | WA s.1(5)(b). |
| (3) | WA s.1(5)(c). |
| (4) | WA s.1(5)(d). |
| (5) | WA s.1(5)(e). |
| (6) | WA s.1(5)(f). |

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| 15(1) | WA s.1(1), (2). |
| (2) | WA s.1(3). |
| (3) | WA s.1(4)(a). |
| (4) | WA s.1(4)(b). |
| (5) | WA s.8(5). |
| 16(1) | WA s.1(5)(a). |
| (2) | WA s.1(5)(b). |
| (3) | WA s.1(5)(e). |
| (4) | WA s.1(5)(f). |
| 17(1) | WA s.2(2) (“cash shortage”, “stock deficiency”). |
| (2) | WA s.2(2) (“retail employment”). |
| (3) | WA s.2(2) (“retail transaction”). |
| (4), (5) | WA s.4(6). |
| (6) | WA s.2(2) (“pay day”). |
| 18(1) | WA s.2(1). |
| (2), (3) | WA s.2(3). |
| 19(1) | WA s.2(4). |
| (2) to (4) | WA s.2(5). |
| 20(1) to (3) | WA s.3(1) to (3). |
| (4) | WA s.3(6). |
| (5) | WA s.4(4). |
| 21(1), (2) | WA s.3(4), (5). |
| (3) | WA s.4(5), first sentence. |
| 22(1) to (3) | WA s.4(1) to (3). |
| (4) | WA s.4(5), second sentence. |
| 23(1) to (3) | WA s.5(1) to (3). |
| (4) | WA s.5(2). |
| 24 | WA s.5(4). |
| 25(1), (2) | WA s.5(5). |
| (3) to (5) | WA s.5(6) to (8). |
| 26 | WA s.6(2). |
| 27(1) | EP(C)A s.122(4); WA s.7(1); Social Security Act 1986 (c.50) Sch.10 Pt.IV para.81; Social Security (Consequential Provisions) Act 1992 (c.6) Sch.2 |

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| | para.74; TULR(C)A Sch.2 paras.18(3), 34(1), (2); TURERA Sch.8 para.18. |
| (2), (3) | WA s.7(2), (3). |
| (4) | WA s.8(1) (“gross amount”). |
| (5) | WA s.7(4). |
| 28(1) to (3) | EP(C)A s.12(1). |
| (4), (5) | EP(C)A s.12(2). |
| 29(1), (2) | EP(C)A s.13(1), (2); EA 1982 Sch.2 para.1. |
| (3) | EP(C)A s.13(3); EA 1982 Sch.2 para.1, Sch.3 Pt.II para.15. |
| (4), (5) | EP(C)A s.13(4); EA 1982 Sch.2 para.1. |
| 30(1) | EP(C)A s.14(1). |
| (2) to (4) | EP(C)A s.14(2). |
| (5) | EP(C)A s.14(3). |
| 31(1) | EP(C)A s.15(1); Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch. |
| (2) | EP(C)A s.15(2); EA 1980 s.14. |
| (3) to (5) | EP(C)A s.15(3). |
| (6) | EP(C)A s.15(4). |
| (7) | EP(C)A s.15(5); EA 1980 Sch.1 para.8. |
| 32 | EP(C)A s.16(1) to (3). |
| 33 | EP(C)A s.16(4). |
| 34 | EP(C)A s.17. |
| 35(1) to (3) | EP(C)A s.18(1) to (3). |
| (4), (5) | EP(C)A s.18(4). |
| (6) | EP(C)A s.18(5). |
| 36(1) | BGLA Sch.5A para.2(1); STA Sch.4 para.2(1); D&COA Sch.8. |
| (2) | BGLA Sch.5A para.2(2); STA Sch.4 para.2(2); D&COA Sch.8. |
| (3) | BGLA Sch.5A para.2(3); STA Sch.4 para.2(3); D&COA Sch.8. |
| (4) | BGLA Sch.5A para.2(7); STA Sch.4 para.2(7); D&COA Sch.8. |
| (5) | BGLA Sch.5A para.3(1); STA Sch.4 para.3(1); D&COA Sch.8. |

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| (6) | BGLA Sch.5A para.3(2); STA Sch.4 para.3(2); D&COA Sch.8. |
| (7) | BGLA Sch.5A para.1(1) (“the commencement date”); STA Sch.4 para.1(1) (“the commencement date”); D&COA Sch.8. |
| 37(1) | BGLA Sch.5A para.12(1); STA Sch.4 para.12(1); D&COA Sch.8. |
| (2) | BGLA Sch.5A para.12(2); STA Sch.4 para.12(2); D&COA Sch.8. |
| (3) | BGLA Sch.5A paras.3(1)(b), 12(3); STA Sch.4 paras.3(1)(b), 12(3); D&COA Sch.8. |
| (4) | BGLA Sch.5A para.12(4); EP(C)A Sch.13 para.10; EA 1980 Sch.1 para.31; TURERA Sch.8 para.31(b); STA Sch.4 para.12(4); D&COA Sch.8. |
| (5) | BGLA Sch.5A para.2(4)(c), (d); STA Sch.4 para.2(4)(c), (d); D&COA Sch.8. |
| 38(1), (2) | BGLA Sch.5A para.14; STA Sch.4 para.14; D&COA Sch.8. |
| (3) | BGLA Sch.5A para.2(4)(e); STA Sch.4 para.2(4)(e); D&COA Sch.8. |
| 39(1) to (3) | BGLA Sch.5A para.15(1); STA Sch.4 para.15(1); D&COA Sch.8. |
| (4) | BGLA Sch.5A para.15(2); STA Sch.4 para.15(2); D&COA Sch.8. |
| (5) | BGLA Sch.5A para.2(4)(f); STA Sch.4 para.2(4)(f); D&COA Sch.8. |
| 40(1) | BGLA Sch.5A para.4(2); STA Sch.4 para.4(2); D&COA Sch.8. |
| (2) | BGLA Sch.5A para.4(3); STA Sch.4 para.4(3); D&COA Sch.8. |
| (3) | BGLA Sch.5A para.4(1); STA Sch.4 para.4(1); D&COA Sch.8. |
| 41(1) | BGLA Sch.5A para.5(1); STA Sch.4 para.5(1); D&COA Sch.8. |
| (2) | BGLA Sch.5A para.5(5); STA Sch.4 para.5(5); D&COA Sch.8. |
| (3) | BGLA Sch.5A para.6; STA Sch.4 para.6; D&COA Sch.8. |
| 42(1) to (3) | BGLA Sch.5A para.11(1) to (3); STA Sch.4 para.11(1) to (3); D&COA Sch.8. |

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| (4) | STA Sch.4 para.11(4). |
| (5) | BGLA Sch.5A para.11(4); D&COA Sch.8. |
| (6) | BGLA Sch.5A para.11(5); STA Sch.4 para.11(5); D&COA Sch.8. |
| 43(1), (2) | BGLA Sch.5A para.13(1), (2); STA Sch.4 para.13(1), (2); D&COA Sch.8. |
| (3) | BGLA Sch.5A paras.5(5)(b), 13(3); STA Sch.4 paras.5(5)(b), 13(3); D&COA Sch.8. |
| (4) | BGLA Sch.5A para.13(4); EP(C)A Sch.13 para.10; EA 1980 Sch.1 para.31; TURERA Sch.8 para.31(b); STA Sch.4 para.13(4); D&COA Sch.8. |
| (5) | BGLA Sch.5A para.5(2)(c), (d); STA Sch.4 para.5(2)(c), (d); D&COA Sch.8. |
| 44 | EP(C)A s.22A; TURERA Sch.5 para.1. |
| 45(1) to (3) | BGLA Sch.5A para.10(1) to (3); STA Sch.4 para.10(1) to (3); D&COA Sch.8. |
| (4) | BGLA Sch.5A paras.1(1) (“dismissal”), 10(4); STA Sch.4 paras.1(1) (“dismissal”), 10(4); D&COA Sch.8. |
| (5) | BGLA Sch.5A para.10(5); STA Sch.4 para.10(5); D&COA Sch.8. |
| (6) to (8) | BGLA Sch.5A para.10(6); STA Sch.4 para.10(6); D&COA Sch.8. |
| (9) | BGLA Sch.5A paras.2(4)(b), 5(2)(b); STA Sch.4 paras.2(4)(b), 5(2)(b); D&COA Sch.8. |
| (10) | BGLA Sch.5A paras.2(6), 5(4); STA Sch.4 paras.2(6), 5(4); D&COA Sch.8. |
| 46(1) | PA s.46(1). |
| (2) | PA s.46(2), (10). |
| (3) | PA ss.124(1) (“trust scheme”), 176 (“occupational pension scheme”). |
| 47 | EP(C)A s.22AA; CRTUPER Reg.12(1). |
| 48(1) | BGLA Sch.5A para.16; EP(C)A s.22B(1); TURERA Sch.5 para.1; STA Sch.4 para.16; D&COA Sch.8; PA s.46(3); CRTUPER Reg.12(2). |
| (2) to (4) | EP(C)A s.22B(2) to (4); TURERA Sch.5 para.1. |

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- 49 EP(C)A s.22C; TURERA Sch.5 para.1.
- 50(1) EP(C)A s.29(1).
- (2) EP(C)A s.29(1); Time Off for Public Duties Order 1990 (S.I. 1990/1870) Art.2; Time Off for Public Duties Order 1995 (S.I. 1995/694) Art.2; Environment Act 1995 (Consequential Amendments) Regulations 1996 (S.I. 1996/593) Sch.1 para.19; Environment Act 1995 (Consequential and Transitional Provisions) (Scotland) Regulations 1996 (S.I. 1996/973) Sch. para.4.
- (3) EP(C)A s.29(3).
- (4) EP(C)A s.29(4); TULR(C)A Sch.2 para.11.
- (5) EP(C)A s.29(1), (2)(a); Norfolk and Suffolk Broads Act 1988 (c.4) Sch.6 para.19; Local Government etc. (Scotland) Act 1994 (c.39) s.183(2)(a); Environment Act 1995 (c.25) Sch.7 para.11(3).
- (6) EP(C)A s.29(1)(bc); Police Act 1996 (c.16) Sch.8 para.1(4); Time Off for Public Duties Order 1995 (S.I. 1995/694) Art.2.
- (7) EP(C)A s.29(1)(cc); Time Off for Public Duties Order 1990 (S.I. 1990/1870) Art.2.
- (8) EP(C)A s.29(1)(d), (2)(b); National Health Service (Scotland) Act 1978 (c.29) Sch.15 para.2; National Health Service and Community Care Act 1990 (c.19) Sch.9 para.20; Health Authorities Act 1995 (c.17) Sch.1 para.103(2).
- (9) EP(C)A s.29(1)(e) to (eg), (2)(c); Education Reform Act 1988 (c.40) Sch.12 Pt.I para.23, Pt.III para.80; Self-Governing Schools etc. (Scotland) Act 1989 (c.39) Sch.10 para.7; Further and Higher Education Act 1992 (c.13) Sch.8 Pt.II para.89; Further and Higher Education (Scotland) Act 1992 (c.37) Sch.9 para.6.
- (10) EP(C)A s.29(5).
- (11) EP(C)A s.32; TULR(C)A Sch.2 para.13.

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| | |
|--------------|---|
| 51(1) | EP(C)A s.29(6). |
| (2) | EP(C)A s.30(1); TULR(C)A Sch.2 para.12(a). |
| (3) | EP(C)A s.30(2); TULR(C)A Sch.2 para.12(b). |
| (4) | EP(C)A s.30(2). |
| 52(1), (2) | EP(C)A s.31(1), (2). |
| (3) | EP(C)A s.32; TULR(C)A Sch.2 para.13. |
| 53(1) | EP(C)A s.31(3). |
| (2), (3) | EP(C)A s.31(4). |
| (4) | EP(C)A s.31(5). |
| (5) | EP(C)A s.31(9). |
| (6), (7) | EP(C)A s.31(10), (11). |
| 54 | EP(C)A s.31(6) to (9). |
| 55(1) to (3) | EP(C)A s.31A(1) to (3); EA 1980 s.13. |
| (4) | EP(C)A s.32; TULR(C)A Sch.2 para.13. |
| 56(1) | EP(C)A s.31A(4); EA 1980 s.13. |
| (2) to (4) | EP(C)A s.31A(5); EA 1980 s.13. |
| (5), (6) | EP(C)A s.31A(9), (10); EA 1980 s.13. |
| 57(1), (2) | EP(C)A s.31A(6), (7); EA 1980 s.13. |
| (3) to (5) | EP(C)A s.31A(8); EA 1980 s.13. |
| 58(1), (2) | PA s.42(1), (2). |
| (3) | PA ss.124(1) (“employer”, “trust scheme”), 176 (“occupational pension scheme”). |
| (4) | PA s.42(4). |
| 59(1) to (4) | PA s.43(1) to (4). |
| (5), (6) | PA s.43(5). |
| 60(1) | PA ss.42(3), 43(6). |
| (2) | PA s.44. |
| (3) to (5) | PA s.45(1) to (3). |
| 61(1) | EP(C)A s.31AA(1); CRTUPER Reg.13(1). |
| (2) | EP(C)A s.32; TULR(C)A Sch.2 para.13; CRTUPER Reg.13(2). |

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| 62(1) | EP(C)A ss.31A(4), 31AA(2), (3)(a); EA 1980 s.13; CRTUPER Reg.13(1). |
| (2) to (4) | EP(C)A ss.31A(5), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1). |
| (5), (6) | EP(C)A ss.31A(9), (10), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1). |
| 63(1) | EP(C)A ss.31A(6), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1). |
| (2) | EP(C)A ss.31A(7), 31AA(2), (3)(b); EA 1980 s.13; CRTUPER Reg.13(1). |
| (3) to (5) | EP(C)A ss.31A(8), 31AA(2); EA 1980 s.13; CRTUPER Reg.13(1). |
| 64(1), (2) | EP(C)A s.19(1). |
| (3) | EP(C)A Sch.1; Employment Protection (Medical Suspension) Order 1980 (S.I. 1980/1581); Employment Protection (Medical Suspension) Order 1985 (S.I. 1985/1787); Employment Protection (Medical Suspension) Order 1988 (S.I. 1988/1746). |
| (4) | EP(C)A s.19(3). |
| (5) | EP(C)A s.19(2). |
| 65 | EP(C)A s.20; EA 1982 Sch.2 para.2. |
| 66(1) | EP(C)A s.45(1); TURERA Sch.3. |
| (2) | EP(C)A s.45(1), (3); TURERA Sch.3. |
| (3) | EP(C)A s.45(2); TURERA Sch.3. |
| 67 | EP(C)A s.46(1), (2); TURERA Sch.3. |
| 68 | EP(C)A s.47(1), (2); TURERA Sch.3. |
| 69(1) | EP(C)A ss.21(1), 47(3); TURERA Sch.3. |
| (2) | EP(C)A ss.21(2), 47(4); TURERA Sch.3. |
| (3) | EP(C)A ss.21(3), 47(5); TURERA Sch.3. |
| 70(1) | EP(C)A ss.22(1), 47(6); TURERA Sch.3. |
| (2) | EP(C)A ss.22(2), 47(7); TURERA Sch.3. |
| (3) | EP(C)A ss.22(3), 47(8); TURERA Sch.3. |
| (4) to (7) | EP(C)A s.46(3) to (6); TURERA Sch.3. |

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| | |
|--------------|---|
| 71 | EP(C)A s.33; TURERA s.23(2). |
| 72 | EP(C)A s.34(1) to (3); TURERA s.23(2). |
| 73(1) to (3) | EP(C)A s.35(1) to (3); TURERA s.23(2). |
| (4) | EP(C)A s.35(2); TURERA s.23(2). |
| (5) | EP(C)A s.35(4). |
| 74(1) | EP(C)A s.36(1)(a), (3); TURERA s.23(2). |
| (2) | EP(C)A s.36(2); TURERA s.23(2). |
| (3) | EP(C)A s.36(1)(a); TURERA s.23(2). |
| (4) | EP(C)A s.36(1)(b), (3); TURERA s.23(2). |
| (5) | EP(C)A s.36(1)(c), (3); TURERA s.23(2). |
| (6) | EP(C)A s.36(1); TURERA s.23(2). |
| 75 | EP(C)A s.37; TURERA s.23(2). |
| 76 | EP(C)A s.37A; TURERA s.23(2). |
| 77(1), (2) | EP(C)A s.38(1); TURERA s.23(2). |
| (3) | EP(C)A s.38(2); TURERA s.23(2). |
| 78 | EP(C)A s.38A; TURERA s.23(2). |
| 79 | EP(C)A s.39(1) to (3); TURERA Sch.2. |
| 80 | EP(C)A s.40; TURERA Sch.2. |
| 81 | EP(C)A s.41; TURERA Sch.2. |
| 82(1), (2) | EP(C)A s.42(1), (2); TURERA Sch.2. |
| (3), (4) | EP(C)A s.42(3); TURERA Sch.2. |
| (5) to (7) | EP(C)A s.42(4) to (6); TURERA Sch.2. |
| (8), (9) | EP(C)A s.42(7); TURERA Sch.2. |
| 83 | EP(C)A s.43(3), (4); TURERA Sch.2. |
| 84 | EP(C)A Sch.2 Pt.III para.6(1), (2), (4) (b); TURERA Sch.8 para.26(d). |
| 85 | EP(C)A s.44; TURERA Sch.2. |
| 86(1) to (3) | EP(C)A s.49(1) to (3); EA 1982 Sch.2 para.3(1). |
| (4) | EP(C)A s.49(4); EA 1982 Sch.2 para.3(2). |
| (5) | EP(C)A s.49(4A); EA 1982 Sch.2 para.3(3). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| (6) | EP(C)A s.49(5). |
| 87(1), (2) | EP(C)A s.50(1), (2); EA 1982 Sch.2 para.3(1). |
| (3) | EP(C)A Sch.3 para.1. |
| (4) | EP(C)A s.50(3). |
| 88(1) | EP(C)A Sch.3 para.2(1); TURERA Sch.8 para.27(a)(i), (ii). |
| (2) | EP(C)A Sch.3 para.2(2); Social Security and Housing Benefits Act 1982 (c.24) Sch.2 para.13; TURERA Sch.8 para.27(a)(iii). |
| (3) | EP(C)A Sch.3 para.2(3). |
| 89(1), (2) | EP(C)A Sch.3 para.3(1), (2). |
| (3) | EP(C)A Sch.3 para.3(3); TURERA Sch.8 para.27(b)(i). |
| (4) | EP(C)A Sch.3 para.3(3); Social Security and Housing Benefits Act 1982 (c.24) Sch.2 para.13; TURERA Sch.8 para.27(b)(ii). |
| (5) | EP(C)A Sch.3 para.3(4). |
| 90(1) | EP(C)A Sch.3 para.4(1); Social Security (Incapacity for Work) Act 1994 (c.18) Sch.1 Pt.II para.54. |
| (2) | EP(C)A Sch.3 para.4(2). |
| 91(1) | EP(C)A Sch.3 para.5; TULR(C)A Sch.2 para.23. |
| (2) | EP(C)A Sch.3 para.6. |
| (3) | EP(C)A Sch.3 para.7(1). |
| (4) | EP(C)A Sch.3 para.7(2). |
| (5) | EP(C)A s.51. |
| (6) | EP(C)A s.52. |
| 92(1), (2) | EP(C)A s.53(1). |
| (3) | EP(C)A s.53(2); EA 1982 Sch.2 para.4; EA 1989 s.15(1). |
| (4) | EP(C)A s.53(2A); TURERA s.24(4). |
| (5) | EP(C)A s.53(3). |
| (6) | EP(C)A ss.55(4), 153(1) (“effective date of termination”). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| (7) | EP(C)A ss.55(5), 153(1) (“effective date of termination”); EA 1982 Sch.3 Pt.I para.1. |
| (8) | EP(C)A s.55(7)(a); EA 1982 Sch.3 Pt.I para.1. |
| 93(1) | EP(C)A s.53(4); TURERA Sch.8 para.11. |
| (2) | EP(C)A s.53(4). |
| (3) | EP(C)A s.53(5). |
| 94(1) | EP(C)A s.54(1). |
| (2) | EP(C)A s.54(2). |
| 95 | EP(C)A s.55(1) to (3). |
| 96(1) | EP(C)A s.56; EA 1980 Sch.1 para.11; TURERA Sch.8 para.12. |
| (2) to (4) | EP(C)A s.56A(1) to (3); EA 1980 s.12; TURERA Sch.8 para.13. |
| (5) | EP(C)A s.56A(4); EA 1980 s.12. |
| (6) | BGLA Sch.5A para.1(4); STA Sch.4 para.1(6); D&COA Sch.8. |
| 97(1) | EP(C)A s.55(4). |
| (2) | EP(C)A s.55(5); EA 1982 Sch.3 Pt.I para.1. |
| (3) | EP(C)A s.55(7)(a); EA 1982 Sch.3 Pt.I para.1. |
| (4) | EP(C)A s.55(6); EA 1982 Sch.3 Pt.I para.1. |
| (5) | EP(C)A s.55(7)(b); EA 1982 Sch.3 Pt.I para.1. |
| (6) | EP(C)A Sch.2 Pt.I paras.1, 2(3)(a), (4). |
| 98(1), (2) | EP(C)A s.57(1), (2). |
| (3) | EP(C)A s.57(4). |
| (4) | EP(C)A s.57(3); EA 1980 s.6. |
| (5) | EP(C)A Sch.2 Pt.I paras.1, 2(1); EA 1980 Sch.1 para.23. |
| (6) | EP(C)A s.57(3), Sch.2 Pt.I para.2(1); TULR(C)A Sch.2 paras.14, 22; TURERA Sch.5 para.2, Sch.8 para.26(a)(i). |
| 99(1) to (3) | EP(C)A s.60; TURERA s.24(1). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| (4) | EP(C)A Sch.2 Pt.I paras.1, 2(2); TURERA Sch.8 para.26(a)(ii). |
| 100 | EP(C)A s.57A; TURERA Sch.5 para.3. |
| 101(1) to (3) | BGLA Sch.5A para.7(1) to (3); STA Sch.4 para.7(1) to (3); D&COA Sch.8. |
| (4) | BGLA Sch.5A paras.2(4)(a), 5(2) (a); STA Sch.4 paras.2(4)(a), 5(2)(a); D&COA Sch.8. |
| 102(1) | PA s.46(5). |
| (2) | PA ss.124(1) (“trust scheme”), 176 (“occupational pension scheme”). |
| 103 | EP(C)A s.57AA; CRTUPER Reg.14(1). |
| 104(1) to (3) | EP(C)A s.60A(1) to (3); TURERA s.29(1). |
| (4) | BGLA Sch.5A para.19; EP(C)A s.60A(4); TURERA s.29(1); STA Sch.4 para.19; D&COA Sch.8; PA Sch.3 para. 2. |
| 105(1) | BGLA Sch.5A para.8; EP(C)A s.59(1); TURERA s.24(2), Sch.8 para.14(a); STA Sch.4 para.8; D&COA Sch.8; PA s.46(6). |
| (2) | EP(C)A s.59(2); TURERA s.24(2). |
| (3) | EP(C)A s.59(2); TURERA s.24(2), Sch.5 para.4. |
| (4) | BGLA Sch.5A para.8; STA Sch.4 para.8; D&COA Sch.8. |
| (5) | PA s.46(6). |
| (6) | EP(C)A s.59(2); CRTUPER Reg.14(2). |
| (7) | EP(C)A s.59(2); TURERA ss.24(2), 29(2). |
| (8) | BGLA Sch.5A paras.2(4)(a), 5(2) (a); STA Sch.4 paras.2(4)(a), 5(2)(a); D&COA Sch.8. |
| (9) | EP(C)A s.59(3); TURERA Sch.8 para.14(c). |
| 106(1) | EP(C)A s.61. |
| (2) | EP(C)A ss.19(2), 45(2), 61(1); TURERA Sch.3, Sch.8 para.15(a). |
| (3) | EP(C)A s.61(2); TURERA Sch.8 para.15(b). |
| (4) | EP(C)A s.61. |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| 107 | EP(C)A s.63. |
| 108(1) | EP(C)A s.64(1)(a); Unfair Dismissal (Variation of Qualifying Period) Order 1985 (S.I. 1985/782) Art.3(1). |
| (2) | EP(C)A s.64(2); EA 1982 Sch.2 para.5(1)(b); Unfair Dismissal (Variation of Qualifying Period) Order 1985 (S.I. 1985/782) Art.4. |
| (3) | BGLA Sch.5A para.9; EP(C)A s.64(3) to (5), Sch.2 Pt.I paras. 1, 2(4), Pt.III para.6(3); TURERA ss.24(3), 29(3), Sch.5 para.5; STA Sch.4 para.9; D&COA Sch.8; PA s.46(7); CRTUPER Reg.14(2). |
| 109(1) | EP(C)A s.64(1)(b); Sex Discrimination Act 1986 (c.59) s.3(1). |
| (2) | BGLA Sch.5A para.9; EP(C)A s.64(3) to (5), Sch.2 Pt.I paras. 1, 2(4), Pt.III para.6(3); TURERA ss.24(3), 29(3), Sch.5 para.5; STA Sch.4 para.9; D&COA Sch.8; PA s.46(7); CRTUPER Reg.14(2). |
| 110(1) | EP(C)A s.65(3). |
| (2) | BGLA Sch.5A para.20; EP(C)A s.65(4), Sch.2 Pt.I paras. 1, 2(4), Pt.III para.6(3); TURERA Sch.8 para.16; STA Sch.4 para.20; D&COA Sch.8. |
| (3) | EP(C)A s.65(1), (2). |
| (4) | EP(C)A s.66(2); EA 1980 Sch.1 para.13(b). |
| (5) | EP(C)A s.66(3). |
| 111(1), (2) | EP(C)A s.67(1), (2). |
| (3), (4) | EP(C)A s.67(4). |
| 112(1) | EP(C)A s.68(1), (2). |
| (2), (3) | EP(C)A s.68(1). |
| (4) | EP(C)A s.68(2); EA 1982 Sch.3 Pt.II para.21. |
| 113 | EP(C)A s.69(1). |
| 114(1), (2) | EP(C)A s.69(2). |
| (3) | EP(C)A s.69(3). |
| (4) | EP(C)A s.70(2). |
| (5) | EP(C)A Sch.2 Pt.I paras.1, 2(3)(b). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| 115(1) | EP(C)A s.69(1), (4). |
| (2) | EP(C)A s.69(4). |
| (3) | EP(C)A s.70(2). |
| (4) | EP(C)A Sch.2 Pt.I paras.1, 2(3)(b). |
| 116(1) | EP(C)A s.69(5). |
| (2) to (4) | EP(C)A s.69(6). |
| (5), (6) | EP(C)A s.70(1). |
| 117(1) | EP(C)A s.71(1). |
| (2) | EP(C)A s.71(1); TURERA s.30(2)(a). |
| (3) | EP(C)A s.71(2); EA 1982 Sch.3 Pt.II para.22; TURERA Sch.5 para.6(a). |
| (4) | EP(C)A s.71(2) to (2B); TURERA Sch.5 para.6(b); PA Sch.3 para.3; CRTUPER Reg.14(3). |
| (5) | EP(C)A s.71(2). |
| (6), (7) | EP(C)A s.71(3), (4). |
| (8) | EP(C)A s.71(5); EA 1982 Sch.3 Pt.II para.22. |
| 118(1) | EP(C)A s.72(1); TULR(C)A Sch.2 para.16; TURERA Sch.5 para.7. |
| (2) | EP(C)A s.72(2); TURERA Sch.5 para.7. |
| (3) | EP(C)A s.72(2), (3); TURERA Sch.5 para.7; PA Sch.3 para.4; CRTUPER Reg.14(3). |
| 119(1) | EP(C)A s.73(1), (3); EA 1980 s.9(2); TURERA Sch.5 para.8(a). |
| (2) | EP(C)A s.73(3); EA 1980 s.9(3). |
| (3) | EP(C)A s.73(4). |
| (4) | EP(C)A s.73(5), (6); Sex Discrimination Act 1986 (c.59) s.3(2). |
| (5) | EP(C)A s.73(6). |
| (6) | EP(C)A Sch.2 Pt.I paras.1, 2(4). |
| 120(1) | EP(C)A s.73(6A), (6B); TURERA Sch.5 para.8(b); PA Sch.3 para.5; Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch.; CRTUPER Reg.14(3). |
| (2) | EP(C)A s.73(6C); TURERA Sch.5 para.8(b). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| 121 | EP(C)A s.73(2). |
| 122(1), (2) | EP(C)A s.73(7A), (7B); EA 1980 s.9(4). |
| (3) | EP(C)A s.73(6B), (7C); TULR(C)A Sch.2 para.17; TURERA Sch.5 para.8(b), (c); PA Sch.3 para.5; CRTUPER Reg.14(3). |
| (4) | EP(C)A s.73(9). |
| 123(1) | EP(C)A s.74(1); TURERA s.30(3)(a). |
| (2) | EP(C)A s.74(2). |
| (3) | EP(C)A s.74(3); EA 1982 Sch.3 Pt.II para.23. |
| (4) to (7) | EP(C)A s.74(4) to (7). |
| 124(1) | EP(C)A s.75(1); Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch. |
| (2) | EP(C)A s.75(2). |
| (3) | EP(C)A s.71(1A); TURERA s.30(2)(b). |
| (4) | EP(C)A s.74(8); TURERA s.30(3)(b). |
| (5) | EP(C)A s.75(3). |
| 125(1), (2) | EP(C)A s.75A(1), (2); TURERA Sch.5 para.9; Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch. |
| (3) to (7) | EP(C)A s.75A(3) to (7); TURERA Sch.5 para.9. |
| 126 | EP(C)A s.76(1). |
| 127 | EP(C)A Sch.2 Pt.III para.6(1), (4)(a). |
| 128(1) | EP(C)A s.77(1); TURERA Sch.5 para.10; PA Sch.3 para.6; CRTUPER Reg.14(3). |
| (2) to (5) | EP(C)A s.77(2) to (5); TURERA Sch.5 para.10. |
| 129(1) | EP(C)A s.77A(1); TURERA Sch.5 para.10; PA Sch.3 para.7; CRTUPER Reg.14(3). |
| (2), (3) | EP(C)A s.77A(2); TURERA Sch.5 para.10. |
| (4), (5) | EP(C)A s.77A(3), (4); TURERA Sch.5 para.10. |

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| (6) to (8) | EP(C)A s.77A(5); TURERA Sch.5 para.10. |
| (9) | EP(C)A s.77A(6); TURERA Sch.5 para.10. |
| 130 | EP(C)A s.78; TURERA Sch.5 para.10. |
| 131 | EP(C)A s.78A; TURERA Sch.5 para.10. |
| 132 | EP(C)A s.79; TURERA Sch.5 para.10. |
| 133(1) | EP(C)A Sch.12 Pt.II paras.7, 8. |
| (2) | EP(C)A Sch.12 Pt.II para.9; EA 1982 Sch.3 Pt.II para.28. |
| (3), (4) | EP(C)A Sch.12 Pt.II para.10. |
| (5) | EP(C)A Sch.12 Pt.II para.11. |
| 134 | EP(C)A s.80. |
| 135 | EP(C)A s.81(1). |
| 136(1) | EP(C)A s.83(1), (2). |
| (2) | EP(C)A ss.83(2), 92(4). |
| (3) | EP(C)A s.85(1), (2). |
| (4) | EP(C)A s.85(5). |
| (5) | EP(C)A s.93(1). |
| 137(1) | EP(C)A s.86, Sch.2 Pt.II paras.3, 4(2); TURERA Sch.8 para.17. |
| (2) | EP(C)A Sch.2 Pt.II paras.3, 5; TURERA Sch.8 para.26(c). |
| 138(1) | EP(C)A s.84(1). |
| (2) | EP(C)A s.84(3), (6). |
| (3) | EP(C)A s.84(4). |
| (4), (5) | EP(C)A s.84(6). |
| (6) | EP(C)A s.84(5). |
| 139(1), (2) | EP(C)A s.81(2). |
| (3) | EP(C)A s.81(2A); EA 1982 Sch.3 Pt.I para.2(1). |
| (4), (5) | EP(C)A s.93(2), (3). |
| (6) | EP(C)A s.81(3). |
| 140(1) | EP(C)A s.82(2). |
| (2) | EP(C)A s.92(1). |
| (3), (4) | EP(C)A s.92(3). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| (5) | EP(C)A s.92(2). |
| 141(1) | EP(C)A s.82(3). |
| (2), (3) | EP(C)A s.82(5). |
| (4) | EP(C)A s.82(6). |
| 142(1), (2) | EP(C)A s.85(3). |
| (3), (4) | EP(C)A s.85(4). |
| 143(1) | EP(C)A s.110(1). |
| (2) | EP(C)A s.110(1), (2). |
| (3), (4) | EP(C)A s.110(5). |
| (5), (6) | EP(C)A s.110(6). |
| (7), (8) | EP(C)A s.110(4). |
| 144(1) | EP(C)A s.110(3). |
| (2) | EP(C)A s.110(8). |
| (3) | EP(C)A s.110(9). |
| (4) | EP(C)A s.110(7). |
| 145(1) to (4) | EP(C)A s.90(1). |
| (5), (6) | EP(C)A s.90(3). |
| (7) | EP(C)A Sch.2 Pt.II paras.3, 4(1)(a). |
| 146(1) | EP(C)A ss.82(3), (5), (6), (7), 84(1), (3), (6), (7). |
| (2) | EP(C)A ss.82(4), 84(2). |
| (3) | EP(C)A Sch.2 Pt.II paras.3, 4(1)(b), (c); TURERA Sch.8 para.26(b)(i). |
| 147 | EP(C)A s.87. |
| 148 | EP(C)A s.88(1). |
| 149 | EP(C)A ss.88(4), 89(1), (4). |
| 150(1), (2) | EP(C)A s.88(2). |
| (3), (4) | EP(C)A s.89(5), (6). |
| 151 | EP(C)A s.88(2)(b). |
| 152(1) | EP(C)A s.88(3), (4). |
| (2) | EP(C)A s.89(1). |
| 153 | EP(C)A s.90(2). |
| 154 | EP(C)A s.89(2), (3). |
| 155 | EP(C)A s.81(1), (4). |
| 156(1) | EP(C)A s.82(1); EA 1989 s.16(1). |
| (2) | EP(C)A Sch.2 Pt.II paras.3, 4(3). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| 157(1) | EP(C)A s.96(3)(a). |
| (2), (3) | EP(C)A s.96(1). |
| (4) | EP(C)A s.96(2). |
| (5) | EP(C)A s.96(4). |
| (6) | EP(C)A Sch.2 Pt.II paras.3, 4(3). |
| 158 | EP(C)A s.98. |
| 159 | EP(C)A s.99(1). |
| 160(1) | EP(C)A s.99(2). |
| (2), (3) | EP(C)A s.114. |
| 161 | EP(C)A s.100. |
| 162(1) | EP(C)A s.81(1), Sch.4 paras.1, 2. |
| (2), (3) | EP(C)A Sch.4 paras.2, 3. |
| (4), (5) | EP(C)A Sch.4 para.4; EA 1989 s.16(2). |
| (6) | EP(C)A Sch.4 para.5. |
| (7) | EP(C)A Sch.2 Pt.II paras.3, 4(3). |
| (8) | EP(C)A Sch.4 para.6. |
| 163(1) to (3) | EP(C)A s.91. |
| (4) | EP(C)A s.96(3)(b). |
| 164 | EP(C)A s.101. |
| 165(1) | EP(C)A s.102(1). |
| (2) | EP(C)A s.102(2); Criminal Justice Act 1982 (c.48) ss.38, 46; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1. |
| (3) | EP(C)A s.102(3). |
| (4) | EP(C)A s.102(3); Criminal Justice Act 1982 (c.48) ss.35, 38, 46; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1. |
| 166(1) | EP(C)A s.106(1). |
| (2), (3) | EP(C)A s.106(1A), (1B); EA 1989 Sch.6 para.21(2). |
| (4) | EP(C)A s.106(7). |
| (5) | EP(C)A s.106(5), (6). |
| (6) | EP(C)A s.106(5)(a), (b), (6)(a), (b); Insolvency Act 1985 (c.65) Sch.8 para.31(2); Bankruptcy (Scotland) Act 1985 (c.66) Sch.7 Pt.I para.14(1); Insolvency Act 1986 (c.45) Sch.14. |

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| (7) | EP(C)A s.106(5)(c), (6)(c); Insolvency Act 1985 (c.65) Sch.8 para.31(2); Insolvency Act 1986 (c.45) Sch.14. |
| 167(1) | EP(C)A s.106(2); Employment Act 1990 (c.38) Sch.2 para.1(3). |
| (2) | EP(C)A s.106(2); EA 1982 Sch.2 para.6(4); EA 1989 Sch.6 para.21(3). |
| (3) | EP(C)A s.106(3). |
| (4) | EP(C)A s.106(3); Employment Act 1990 (c.38) Sch.2 para.1(3). |
| 168 | EP(C)A Sch.7; EA 1989 Sch.6 para.25. |
| 169(1) | EP(C)A s.107(1). |
| (2) | EP(C)A s.107(2); Criminal Justice Act 1982 (c.48) ss.38, 46; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1. |
| (3) | EP(C)A s.107(3). |
| (4) | EP(C)A s.107(4), (5); Magistrates' Courts Act 1980 (c.43) Sch.7 para.175. |
| 170 | EP(C)A s.108; EA 1989 Sch.6 para.22. |
| 171(1) | EP(C)A s.115(2). |
| (2) | EP(C)A s.115(1); Social Security (Consequential Provisions) Act 1992 (c.6) s.2(4). |
| (3) | EP(C)A ss.111(1), 115(1). |
| 172 | EP(C)A s.116. |
| 173(1) | EP(C)A s.117(1), (2), (4). |
| (2) | EP(C)A Sch.8. |
| 174(1) to (3) | EP(C)A Sch.12 Pt.III paras.12, 14, 15. |
| (4) | EP(C)A Sch.12 Pt.III paras.12, 16. |
| (5) | EP(C)A Sch.12 Pt.III paras.12, 14, 15. |
| (6) | EP(C)A Sch.12 Pt.III paras.12, 21. |
| 175(1) | EP(C)A Sch.12 Pt.III paras.12, 17 to 20. |
| (2) to (4) | EP(C)A Sch.12 Pt.III paras.12, 17 to 19. |
| (5), (6) | EP(C)A Sch.12 Pt.III paras.12, 20. |
| 176(1), (2) | EP(C)A Sch.12 Pt.IV para.22. |
| (3) | EP(C)A Sch.12 Pt.IV para.23(1). |

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| (4) | EP(C)A Sch.12 Pt.IV paras.23(2), 24. |
| (5) to (7) | EP(C)A Sch.12 Pt.IV paras.25 to 27. |
| 177(1) | EP(C)A s.112(2). |
| (2) | EP(C)A s.112(1). |
| (3) | EP(C)A s.111(3); Transfer of Functions (Minister for the Civil Service and Treasury) Order 1981 (S.I. 1981/1670); Transfer of Functions (Treasury and Minister for the Civil Service) Order 1995 (S.I. 1995/269). |
| 178 | EP(C)A s.118. |
| 179(1) to (5) | EP(C)A s.119. |
| (6) | EP(C)A s.117(3). |
| 180 | EP(C)A s.120. |
| 181 | |
| 182 | EP(C)A s.122(1); Insolvency Act 1985 (c.65) s.218(2); Employment Act 1990 (c.38) Sch.2 para.1(4). |
| 183(1) | EP(C)A s.127(1), (2). |
| (2) | EP(C)A s.127(1)(a), (b), (2)(a), (b); Insolvency Act 1985 (c.65) Sch.8 para.31(5); Bankruptcy (Scotland) Act 1985 (c.66) Sch.7 Pt.I para.14(4); Insolvency Act 1986 (c.45) Sch.14; EA 1989 Sch.6 para.23. |
| (3) | EP(C)A s.127(1)(c), (2)(c); Insolvency Act 1985 (c.65) Sch.8 para.31(5); Insolvency Act 1986 (c.45) Sch.14. |
| 184(1) | EP(C)A s.122(3); EA 1982 Sch.3 Pt.I para.4. |
| (2) | EP(C)A s.122(4); Insolvency Act 1985 (c.65) s.218(4); TULR(C)A Sch.2 para.18(3); TURERA Sch.8 para.18. |
| (3) | EP(C)A s.127(3). |
| (4) | EP(C)A s.122(7), (8); Insolvency Act 1985 (c.65) s.218(5); Bankruptcy (Scotland) Act 1985 (c.66) s.75(11), Sch.7 Pt.I para.14(2); Insolvency Act 1986 (c.45) Sch.14. |
| 185 | EP(C)A s.122(2); Insolvency Act 1985 (c.65) s.218(3); TULR(C)A Sch.2 para.18(2). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| 186(1) | EP(C)A s.122(5); Employment Protection (Increase of Limits) Order 1995 (S.I. 1995/1953) Art.3, Sch. |
| (2) | EP(C)A s.122(6). |
| 187(1) | EP(C)A s.122(9), (10). |
| (2) | EP(C)A s.122(11); EA 1989 s.18(2). |
| (3) | EP(C)A s.122(10). |
| (4) | EP(C)A s.122(9); Insolvency Act 1985 (c.65) s.218(6)(a); Bankruptcy (Scotland) Act 1985 (c.66) s.75(11). |
| (5) | EP(C)A s.122(9); Insolvency Act 1985 (c.65) s.218(6)(b); Insolvency Act 1986 (c.45) Sch.14. |
| 188(1), (2) | EP(C)A s.124(1). |
| (3) | EP(C)A s.124(3). |
| 189(1) | EP(C)A s.125(1). |
| (2) | EP(C)A s.125(2); EA 1989 s.19(1). |
| (3), (4) | EP(C)A s.125(2A); EA 1989 s.19(1). |
| (5) | EP(C)A s.125(4); Employment Act 1990 (c.38) Sch.2 para.1(4). |
| 190(1), (2) | EP(C)A s.126(1), (2). |
| (3), (4) | EP(C)A s.126(3), (4); Criminal Justice Act 1982 (c.48) ss.38, 46; Criminal Procedure (Consequential Provisions) (Scotland) Act 1995 (c.40) Sch.1. |
| (5), (6) | EP(C)A s.155(1), (2). |
| 191(1), (2) | EP(C)A s.138(1), Sch.13 para.19(1); WA s.9(1); PA Sch.3 para.10. |
| (3) | EP(C)A s.138(2), Sch.13 para.19(2); WA s.9(2). |
| (4) | EP(C)A s.138(7), Sch.13 para.19(5); WA s.9(5). |
| (5) | EP(C)A s.138(8). |
| (6) | EP(C)A s.99. |
| 192(1) | EP(C)A s.138(3), Sch.13 para.19(3); WA s.9(4); TURERA s.31(1); Reserve Forces Act 1996 (c.14) Sch.10 para.17. |
| (2) | EP(C)A s.138A(1); TURERA s.31(2); CRTUPER Reg.14(5). |
| (3) to (5) | EP(C)A s.138A(2) to (4); TURERA s.31(2). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| (6) | EP(C)A s.138A(7); TURERA s.31(2). |
| (7) | EP(C)A s.138A(5); TURERA s.31(2). |
| (8) | EP(C)A s.138A(7); TURERA s.31(2). |
| 193(1) | EP(C)A s.138(4); TURERA Sch.7 para.3(b). |
| (2) | EP(C)A s.138(4); TURERA Sch.7 para.3(b); CRTUPER Regs.13(4), 14(4). |
| (3) | EP(C)A s.138(4). |
| 194(1), (2) | EP(C)A s.139A(1); TURERA Sch.7 para.11. |
| (3) | EP(C)A s.139A(3)(b); TURERA Sch.7 para.11. |
| (4) | EP(C)A s.139A(2), (5); TURERA Sch.7 para.11. |
| (5) to (7) | EP(C)A s.139A(4) to (6); TURERA Sch.7 para.11. |
| 195(1) to (3) | EP(C)A s.139(1). |
| (4) | EP(C)A s.139(2), (3). |
| (5) to (8) | EP(C)A s.139(3) to (6). |
| (9), (10) | EP(C)A s.139(7). |
| (11), (12) | EP(C)A s.139(8), (9). |
| 196(1) | EP(C)A s.141(1); TURERA Sch.8 para.22. |
| (2) | EP(C)A s.141(2). |
| (3) | BGLA Sch.5A para.22; EP(C)A s.141(2); Insolvency of Employer (Excluded Classes) Regulations 1983 (S.I. 1983/624) Reg.3(1); WA s.30(1); STA Sch.4 para.22; D&COA Sch.8; PA s.46(4)(b). |
| (4) | EP(C)A Sch.2 Pt.I paras.1, 2(4), Pt.III para.6(1) to (3). |
| (5) | EP(C)A s.141(5); WA s.30(2). |
| (6) | EP(C)A s.141(3), (4). |
| (7) | EP(C)A s.141(2A); Insolvency of Employer (Excluded Classes) Regulations 1983 (S.I. 1983/624) Reg.3(2); Insolvency of Employer (Excluded Classes) Regulations 1995 (S.I. 1995/278) Reg.3. |

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| 197(1) | EP(C)A s.142(1); EA 1980 s.8(2). |
| (2) | BGLA Sch.5A para.7(4); STA Sch.4 para.7(4); D&COA Sch.8. |
| (3) to (5) | EP(C)A s.142(2) to (4). |
| 198 | EP(C)A s.5(1)(a); TURERA Sch.4. |
| 199(1) | EP(C)A s.144(1); WA s.30(3); TURERA Sch.8 para.23. |
| (2) | EP(C)A s.144(2). |
| (3) | EP(C)A Sch.2 Pt.I paras.1, 2(4), Pt.II paras.3, 4(3), Pt.III para.6(1) to (3); Dock Work Act 1989 (c.13) s.7(4). |
| (4), (5) | EP(C)A s.144(4), (5). |
| (6) | EP(C)A s.144(3). |
| 200(1) | EP(C)A s.146(2); Insolvency of Employer (Excluded Classes) Regulations 1983 (S.I. 1983/624) Reg.3(3). |
| (2) | EP(C)A s.146(3); Criminal Justice and Public Order Act 1994 (c.33) s.126. |
| 201(1) | EP(C)A s.137(2); WA s.10(1). |
| (2) | EP(C)A s.137(1); WA s.10(1). |
| (3), (4) | EP(C)A s.137(3), (4); WA s.10. |
| (5) | EP(C)A s.137(2), (5); WA s.10(1). |
| 202(1) | EP(C)A s.146A(1); TURERA Sch.7 para.5. |
| (2) | EP(C)A s.146A(2); TURERA Sch.7 para.5; CRTUPER Regs.13(5), 14(4). |
| 203(1) | BGLA Sch.5A para.17(1); EP(C)A s.140(1); WA s.6(3); STA Sch.4 para.17(1); D&COA Sch.8; PA s.46(8). |
| (2) | BGLA Sch.5A para.17(2); EP(C)A s.140(2); WA s.6(3); TURERA s.39(1)(a), Sch.6 para.3(a); STA Sch.4 para.17(2); D&COA Sch.8; PA s.46(9). |
| (3), (4) | EP(C)A s.140(3), (4); WA s.6(4), (5); TURERA s.39(1)(b), Sch.6 para.3(b). |
| 204(1) | EP(C)A s.153(5). |
| (2) | EP(C)A s.153(5); TURERA Sch.8 para.25(b). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| 205(1) | BGLA Sch.5A para.22; EP(C)A s.129; STA Sch.4 para.22; D&COA Sch.8; PA ss.45(4), 46(4)(a). |
| (2) | WA s.6(1). |
| 206(1) | EP(C)A Sch.12 Pt.I para.2. |
| (2) | BGLA Sch.5A para.22; EP(C)A Sch.12 Pt.I para.1; STA Sch.4 para.22; D&COA Sch.8; PA s.46(4)(c). |
| (3) | EP(C)A Sch.12 Pt.I para.2. |
| (4), (5) | EP(C)A Sch.12 Pt.I para.3(1). |
| (6) | EP(C)A Sch.12 Pt.I para.3(2). |
| (7), (8) | EP(C)A Sch.12 Pt.I para.4(1). |
| (9) | EP(C)A Sch.12 Pt.I para.4(2). |
| 207(1) | EP(C)A Sch.12 Pt.I para.5. |
| (2) | EP(C)A Sch.12 Pt.IV para.28. |
| (3) | EP(C)A Sch.12 Pt.I para.6. |
| 208(1) to (5) | EP(C)A s.148(1) to (5). |
| (6), (7) | EP(C)A s.148(6). |
| 209(1) | EP(C)A s.149(1). |
| (2) | EP(C)A s.149(2); EA 1982 Sch.2 para.9(1)(b), Sch.3 Pt.II para.25; TURERA Sch.8 para.24; CRTUPER Reg.14(6). |
| (3) | EP(C)A s.149(2). |
| (4) | EP(C)A s.149(1)(b). |
| (5) | EP(C)A s.149(1)(c); EA 1982 Sch.2 para.9(1)(a); EA 1989 s.15(2). |
| (6) | EP(C)A Sch.2 Pt.III para.7(1); TURERA Sch.8 para.26(e). |
| (7) | EP(C)A s.149(2A); TURERA Sch.7 para.13; CRTUPER Reg.12(4). |
| (8) | EP(C)A s.149(3). |
| 210(1), (2) | BGLA Sch.5A para.1(2); EP(C)A s.151(1); EA 1982 Sch.2 para.7(1); STA Sch.4 para.1(4); D&COA Sch.8. |
| (3) | BGLA Sch.5A para.1(2), (3); EP(C)A s.151(2); EA 1982 Sch.2 para.7(1); STA Sch.4 para.1(4), (5); D&COA Sch.8. |
| (4) | EP(C)A Sch.13 para.1(1); EA 1982 Sch.2 para.7(2); Employment Protection (Part-time Employees) |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| | Regulations 1995 (S.I. 1995/31) Reg.4(2). |
| (5) | EP(C)A Sch.13 para.1(3); EA 1982 Sch.2 para.7(1). |
| 211 | EP(C)A s.151(3) to (5); EA 1982 Sch.2 para.7(1). |
| 212(1) | EP(C)A Sch.13 para.4. |
| (2) | EP(C)A Sch.13 para.10; EA 1980 Sch.1 para.31; TURERA Sch.8 para.31(b). |
| (3) | EP(C)A Sch.13 para.9(1); TURERA Sch.8 para.31(a). |
| (4) | EP(C)A Sch.13 para.9(2). |
| 213(1) | EP(C)A Sch.13 para.11(1); EA 1982 Sch.3 Pt.II para.29. |
| (2), (3) | EP(C)A Sch.13 para.11(2), (3). |
| 214(1) to (3) | EP(C)A Sch.13 para.12(1), (2). |
| (4) | EP(C)A Sch.13 para.12(1). |
| (5) | EP(C)A Sch.13 para.12(3). |
| 215(1) | EP(C)A Sch.13 para.1(2); EA 1982 Sch.2 para.7(2). |
| (2) | EP(C)A Sch.13 para.14(1); Social Security (Consequential Provisions) Act 1992 (c.6) Sch.2 para.51(1). |
| (3) | EP(C)A s.151(6)(a), Sch.13 para.14(3); EA 1982 Sch.2 para.7(1). |
| (4) | EP(C)A Sch.13 para.14(4); Social Security (Consequential Provisions) Act 1992 (c.6) Sch.2 para.51(2). |
| (5) | EP(C)A Sch.13 para.14(4). |
| (6) | EP(C)A Sch.13 para.14(6). |
| 216(1) | EP(C)A Sch.13 para.15(1). |
| (2) | EP(C)A s.151(6)(b), Sch.13 para.15(2), (3); EA 1982 Sch.2 para.7(1). |
| (3) | EP(C)A s.151(6)(b), Sch.13 para.15(4); EA 1982 Sch.2 para.7(1). |
| 217(1) | EP(C)A Sch.13 para.16(1); Reserve Forces (Safeguard of Employment) Act 1985 (c.17) Sch.4 para.6. |
| (2) | Interpretation Act 1978 (c.30) s.17(2) (a); EP(C)A s.151(6)(c); EA 1982 Sch.2 para.7(1). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| 218(1) | EP(C)A Sch.13 para.17(1); EA 1982 Sch.3 Pt.I para.2(2); Health Authorities Act 1995 (c.17) Sch.1 para.103(3). |
| (2) to (5) | EP(C)A Sch.13 para.17(2) to (5). |
| (6) | EP(C)A Sch.13 para.18. |
| (7) | EP(C)A Sch.13 para.18A; EA 1982 Sch.3 Pt.I para.2(3). |
| (8) to (10) | EP(C)A Sch.13 para.18B; Health Authorities Act 1995 (c.17) Sch.1 para.103(3). |
| 219(1) | EP(C)A Sch.13 para.20(1). |
| (2) | EP(C)A Sch.13 para.20(2), (3) (“relevant conciliation powers”); TURERA Sch.7 para.14; Disability Discrimination Act 1995 (c.50) Sch.6 para.3(b). |
| (3) | EP(C)A Sch.13 para.20(3) (“relevant complaint of dismissal”); TURERA Sch.7 para.14(d); Disability Discrimination Act 1995 (c.50) Sch.6 para.3(a). |
| (4) | EP(C)A Sch.13 para.20(3) (“relevant compromise contract”); TURERA Sch.7 para.14(d); Disability Discrimination Act 1995 (c.50) Sch.6 para.3(c). |
| 220 | |
| 221 | EP(C)A Sch.14 Pt.II para.3. |
| 222 | EP(C)A Sch.14 Pt.II para.4. |
| 223 | EP(C)A Sch.14 Pt.II para.5. |
| 224 | EP(C)A Sch.14 Pt.II para.6. |
| 225(1), (2) | EP(C)A Sch.14 Pt.II para.7. |
| (3) | EP(C)A Sch.14 Pt.II para.7; EA 1980 Sch.1 para.33. |
| (4) | EP(C)A Sch.14 Pt.II para.7; CRTUPER Reg.13(6). |
| (5) | EP(C)A Sch.14 Pt.II para.7; TURERA Sch.8 para.32(a). |
| 226(1) | EP(C)A Sch.14 Pt.II para.7. |
| (2) | EP(C)A Sch.14 Pt.II para.7; TURERA Sch.8 para.32(b). |
| (3) | EP(C)A Sch.2 Pt.I paras.1, 2(4), (5), Sch.14 Pt.II para.7; EA 1982 Sch.3 Pt.II |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

- para.30(2); TURERA Sch.8 para.26(a)
(iii).
- (4) EP(C)A Sch.14 Pt.II para.7.
- (5) EP(C)A Sch.2 Pt.I paras.3, 4(3), (4),
Sch.14 Pt.II para.7; EA 1982 Sch.3 Pt.II
para.30(2); TURERA Sch.8 para.26(b)
(ii).
- (6) EP(C)A Sch.14 Pt.II para.7.
- 227(1) EP(C)A Sch.14 Pt.II para.8(1);
Employment Protection (Increase of
Limits) Order 1995 (S.I. 1995/1953)
Art.3, Sch.
- (2) EP(C)A Sch.14 Pt.II para.8(2).
- (3) EP(C)A Sch.14 Pt.II para.8(3), (4); EA
1982 Sch.3 Pt.II para.30(3).
- (4) EP(C)A Sch.2 Pt.I paras.1, 2(4), Pt.II
paras.3, 4(3), Sch.14 Pt.II para.8(3), (4).
- 228(1) to (3) EP(C)A Sch.14 Pt.II para.9.
- (4) EP(C)A Sch.14 Pt.II para.12.
- 229(1) EP(C)A Sch.14 Pt.II para.10.
- (2) EP(C)A Sch.14 Pt.II para.11.
- 230(1) BGLA Sch.5A para.1(2); EP(C)A
s.153(1) (“employee”); STA Sch.4
para.1(4); D&COA Sch.8; PA s.46(11).
- (2) BGLA Sch.5A para.1(2); EP(C)A
s.153(1) (“contract of employment”);
STA Sch.4 para.1(4); D&COA Sch.8;
PA s.46(11).
- (3) WA s.8(1) (“worker”), (2).
- (4) BGLA Sch.5A para.1(2); EP(C)A
s.153(1) (“employer”); WA s.8(1)
 (“employer”); STA Sch.4 para.1(4);
D&COA Sch.8; PA s.46(11).
- (5) BGLA Sch.5A para.1(2); EP(C)A
s.153(1) (“employment”); WA s.8(1)
 (“employment”, “employed”); STA
Sch.4 para.1(4); D&COA Sch.8; PA
s.46(11).
- 231 EP(C)A s.153(4); WA s.6(6); TURERA
Sch.6 para.3(b).
- 232(1) STA Sch.4 para.1(1) (“shop worker”).
- (2) STA Sch.4 para.1(1) (“shop work”).
- (3) STA Sch.4 para.1(1) (“shop”).

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| (4), (5) | STA Sch.4 para.1(2), (3). |
| (6) | STA Sch.4 para.1(1) (“retail trade or business”). |
| (7) | STA Sch.4 para.1(1) (“catering business”, “intoxicating liquor”). |
| (8) | STA Sch.4 para.1(1) (“notice period”, “opted-out”, “opting-in notice”, “opting-out notice”, “protected”). |
| 233(1) | BGLA Sch.5A para.1(1) (“betting worker”); D&COA Sch.8. |
| (2) | BGLA Sch.5A para.1(1) (“betting work”); D&COA Sch.8. |
| (3) | BGLA Sch.5A para.1(1) (“betting transaction”); D&COA Sch.8. |
| (4) | BGLA Sch.5A para.1(1) (“bookmaker”); D&COA Sch.8. |
| (5) | |
| (6) | BGLA Sch.5A para.1(1) (“notice period”, “opted-out”, “opting-in notice”, “opting-out notice”, “protected”); D&COA Sch.8. |
| 234(1), (2) | EP(C)A Sch.14 Pt.I para.1. |
| (3) | EP(C)A Sch.14 Pt.I para.2. |
| 235(1) | |
| “act”, “action” | BGLA Sch.5A para.1(2); EP(C)A s.153(1); STA Sch.4 para.1(4); D&COA Sch.8; PA s.46(11). |
| “basic award of compensation for unfair dismissal” | |
| “business” | EP(C)A s.153(1). |
| “childbirth” | EP(C)A s.153(1); TURERA Sch.8 para.25(a)(i). |
| “collective agreement” | EP(C)A s.153(1); TULR(C)A Sch.2 para.21(2)(a). |
| “conciliation officer” | |
| “dismissal procedures agreement” | EP(C)A s.153(1). |
| “employers’ association” | EP(C)A s.153(1); TULR(C)A Sch.2 para.21(2)(b). |
| “expected week of childbirth” | EP(C)A s.153(1); TURERA Sch.8 para.25(a)(ii). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| “guarantee payment”, “independent trade union”, “job” | EP(C)A s.153(1). |
| “maternity leave period” | EP(C)A s.153(1); TURERA Sch.8 para.25(a)(iii). |
| “notified day of return” | EP(C)A s.153(1); TURERA Sch.8 para.25(a)(iv). |
| “position”, “redundancy payment”, “renewal” | EP(C)A s.153(1). |
| “statutory provision” | EP(C)A s.153(1); WA s.8(1). |
| “successor” | EP(C)A s.153(1); TULR(C)A Sch.2 para.21(2)(d). |
| “trade union” | EP(C)A s.153(1); TULR(C)A Sch.2 para.21(2)(f). |
| “week” | EP(C)A ss.49(6), 153(1), Sch.13 para.24(1). |
| (2) | EP(C)A s.153(4A); TULR(C)A Sch.2 para.21(3). |
| (3) | EP(C)A s.153(2). |
| (4) | EP(C)A ss.89(3), 92(5), Sch.13 para.24(1). |
| (5) | EP(C)A ss.89(3), 92(5), 110(9), Sch.3 para.6, Sch.13 para.24(1). |
| 236(1) | BGLA Sch.5A para.11(6); EP(C)A s.154(1); STA Sch.4 para.11(6); D&COA Sch.8. |
| (2) | BGLA Sch.5A para.11(6); EP(C)A s.154(2); STA Sch.4 para.11(6); D&COA Sch.8. |
| (3) | EP(C)A ss.34(4), 35(5), 39(4), 73(6D), 75(2), 75A(8), 138A(6), 149(4), Sch.2 Pt.III para.7(2); TURERA ss.23(2), 31(2), Sch.2, Sch.5 paras.8(b), 9, Sch.7 para.16(a). |
| (4) | EP(C)A s.149(5); TURERA Sch.7 para.16(b). |
| (5) | EP(C)A s.154(3). |
| 237 | EP(C)A s.156(2). |
| 238(1) | EP(C)A s.157(1). |
| (2) | EP(C)A s.157(1); EA 1982 Sch.2 para.9(2). |
| (3) to (5) | EP(C)A s.157(3). |
| (6) | EP(C)A s.157(4). |

Changes to legislation: Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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| 239(1) | EP(C)A s.158(1). |
| (2) | EP(C)A s.158(2); Employment Act 1990 (c.38) Sch.2 para.1(6). |
| (3), (4) | EP(C)A s.158(3). |
| (5) | EP(C)A s.158(4). |
| 240 | |
| 241 | |
| 242 | |
| 243 | |
| 244 | |
| 245 | |
| Sch. 1 | |
| Sch. 2 | |
| Sch. 3 | |

Changes to legislation:

Employment Rights Act 1996, Part II is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.

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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. 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](#)